

Information notice for candidates

in accordance with art. 13 European Regulation n. 679 since 2016

Dear candidate,

PHARMA COS SRL is very attentive to the privacy and personal data protection. As a candidate in a recruitment process, we hereby inform you about the ways in which we process your data in accordance with Regulation (EU) 2016/679 on Personal Data Protection (GDPR).

What personal data will we use?

Your personal data is processed for staff selection. Data is collected directly by the candidate. More precisely, we can collect:

- Personal data
- Telephone and e-mail address
- Previous work experience
- Academic qualifications

Data processing may also concern special categories, in accordance with art. 9 GDPR, as health data strictly necessary for recruitment or relating to certain protected work categories.

For what purposes do we use your Data and on what legal basis?

We will use your Data, also by means of electronic tools, to execute contractual, pre-contractual and legal obligations, for staff recruitment and a possible employment relationship.

In this respect, failure to provide this Data will prevent the recruitment process.

Your Data may be used for the purposes of carrying out the obligations and exercising specific rights of the controller or of the Data subject in the fields of employment, social security and social protection according to art.9, par.2b, GDPR. In particular, any personal Data regarding your individual's health status will be processed only in order to execute obligations and exercise your specific rights or Company's rights in the field of labour law, safety and social protection according to the rules of the Union and the national and collective agreement, where there are appropriate safeguards for your fundamental rights and interests.

The Company does not use any automated decision-making procedures according to art. 22 GDPR.

Whenever we would need to appeal to any of these procedures, we will inform you separately, according to legal prescription.

How long will we keep your Data?

Your Data will be processed over the necessary time period for the management of the selection process and in any case not longer than 12 months.

To whom will we communicate your Data?

Your personal Data may be shared by the Company with the following subjects: members of the Board of Directors and/or other administrative body and/or company staff who will be involved in the recruitment process.

Your personal data may be communicated to any qualified person who provides services to the Company and/or instrumental services to the purposes indicated in this policy including: parent companies,

subsidiaries, investees and/or affiliates, IT service providers, suppliers and/or any other qualified person providing services to the Company or instrumental services to the recruitment process management (e.g. labour consultant); consultants who assist the Company in various ways with particular reference to legal, tax, social security, organisational aspects; any other person to whom the Data must be communicated on the basis of an express legal provision.

What rights can you exercise?

Anytime, you have the right to demand access to personal Data and to rectify, erase or limit the processing and to object the processing of your Data, as well as the right to request the delivery of some of such Data. In particular:

Rights of the interested party

Right of access

The data subject has the right to obtain from the data controller the confirmation that his/her personal Data is being processed and, in this case, he/she has the right to obtain the access to personal Data and the following information:

- a) Purposes of processing
- b) Categories of personal Data
- c) Recipients or categories of recipients to whom personal Data have been or will be disclosed, with particular reference to: determining whether recipients come from world organisation (thus specifying existing related warranties)
- d) Whenever possible, the period for which it is planned that your personal data will be stored or, if no specific data is available in this respect, criteria for the stipulation of such period
- e) the existence of the right of the interested party to ask data the processing manager to rectify or remove personal data or to limit the treatment of personal data pertaining to the interested party or to oppose this data being processed
- f) the right to lodge a complaint with a supervisory authority
- g) whenever the data is not stored at the interested party's address, all available information about their origin
- h) the existence of an automated decision-making process, including profiling which produces legal effects concerning him or her or similarly significantly affects him or her and, at least in those situations, significant information about the logistic methods and the importance and consequences of such processing.

Right to rectification

The data subject is entitled to ask the data controller to rectify his or her inaccurate Data without unjustified delay.

Right of cancellation

The data subject is entitled to ask data controller to cancel his or her inaccurate Data without unjustified delay and the holder of treatment is compelled to delete personal data without justified delay, if one of the following grounds applies:

- a) personal Data is no longer necessary with respect to the purposes for which they were collected or otherwise processed
- b) the data subject revokes the consent on which the processing is based and there is no other basis
- c) the data subject objects to the processing and there is no overriding legitimate reason to proceed to data processing

- d) personal Data has been unlawfully processed
- e) personal data must be erased for compliance in accordance with European Union or French law.

Rights to limitation of processing

The data subject is entitled to ask the data controller processing limitation when one of the following assumptions occurs:

- a) the accuracy of personal Data is contested by the data subject, for a period enabling the controller to verify the accuracy of the personal Data
- b) Data processing is illegal and the person concerned objects to the cancellation of the Data and asked for a restriction
- c) although the Data controller no longer has any need for the same for handling purposes, the personal information is necessary to the person concerned for verifying, exercising or defending a right in a judicial venue
- d) The data subject has contested the processing waiting to verify the eventual prevalence of legitimate reasons of the subject compared to the ones of the data subject

Right to object

The data subject has the right to object to the processing of his or her personal Data based on the legitimate interests pursued by the data controller, including profiling. The data subject has the right to oppose at any time to the personal Data processing concerning their according to direct marketing campaigns here included profiling in the measure in which such direct marketing is connected.

Right to data transferability

The data subject has the right to receive in a structured, commonly used and machine-readable format personal Data concerning him/her provided to a Data controller and has the right to transmit such Data to another data controller without impediments by the first Data controller to whom it has provided them if:

- a) processing is based on consent or a contract
- b) processing is carried out by automated means.

In exercising their right to data transferability, the data subject has the right to directly transmit personal Data from one controller to another, where this is technically possible.

Right to lodge a complaint with the Data Protection Supervisor by consulting the website
www.garanteprivacy.it.

How to contact the Data Controller?

Your rights may be exercised and any request relating to the personal Data processed by the Company may be made, by contacting the data controller at the addresses indicated below:

Pharma Cos Srl headquartered in Caravaggio (BG) via Volta, 7 C.F. e P. IVA 01326070198

How will you be informed of any changes to this privacy policy?

This policy may be subject to changes and/or updates on how we process your Data. Any changes will guarantee, in any case, the full protection of your rights and will not entail any limitation to the guarantees in protecting your Data compared to the current version.

However, please consult the updated Privacy Policy published on our website.