

Privacy Policy in accordance with article 13 of Regulation (EU) 2016/679

Pursuant to article 13 of Regulation (EU) 2016/679 (the "Regulation"), Mineraria Gerrei S.r.l. hereby provides the candidate ("Data Subject") with the information required by law relating to the processing of their personal data ("Data").



ABOUT US

Data Controller

Mineraria Gerrei S.r.l., represented by its pro tempore legal representative, with registered office at District: Muscadroxiu SNC, 09040 (SU)
privacy@minerariagerrei.com



HOW WE COLLECT PERSONAL DATA

The Data processed by the Data Controller are acquired from the Data Subject.
The Data Controller may also collect and process Personal Data disclosed on the professional social media profiles of candidates (e.g. LinkedIn) whenever deemed necessary and relevant to the performance of the job for which the Data Subject is applying.



WHAT DATA WE PROCESS

DATA CATEGORY

EXAMPLE OF TYPES OF DATA

Personal information

given name, surname, place and date of birth, physical and virtual address, phone number and email address, images/photograph, academic qualifications, work experience and other personal data contained in the CV

Special categories of data

personal data that identifies racial or ethnic origin, data that identifies health status, such as belonging to a protected group, contained in the CV or in any other document sent to the Data Controller, or in any case that can be inferred by the latter from the personal image or other data provided by the Data Subject.



WHY WE NEED THE DATA SUBJECT'S DATA

PURPOSES OF PROCESSING

LEGAL BASIS

Legal obligation

Pursuant to article 9, paragraph 2b (fulfilments regarding employment, social security and social protection laws), personal data are processed in order to fulfil the obligations of the Data Controller and to allow the Data Subject to exercise their rights specified under the legislation in question, in collective agreements and in provisions issued by the Authority authorised to do so, and by supervisory and oversight bodies.

The legal basis for this processing is to comply with legal requirements. Providing data is optional. However, if the Data Subject refuses to provide the data, it shall not be possible for the Data Controller to provide the requested service.

Search, assessment and selection of personnel

The personal data of the Data Subject are processed in order to manage activities relating to the search, assessment and selection of personnel for positions open now and in the future, including communication with the Data Subject through conversations and interviews, and activities prior to the initiation of employment.

The legal basis for this processing is to comply with pre-contractual actions taken at the request of the Data Subject. Providing data is optional. However, if the Data Subject refuses to provide the data, it shall not be possible for the Data Controller to provide the requested service.

Defending a right in or out of court

The Data Subject's personal data are processed in order to ascertain, exercise or defend a right of the Data Controller and/or to defend itself against third-party claims, in or out of court.

The legal basis of the processing is to pursue the legitimate interest of the Data Controller, given the balancing of the rights of the latter and the Data Subject.



WHO WE COMMUNICATE THE DATA SUBJECT'S DATA TO

CATEGORIES OF RECIPIENTS	PURPOSE
Third-party suppliers	Provision of services relating to the requested activity (including, but not limited to, management of IT systems, etc.)
External professionals/consultants and consulting firms	Fulfilment of legal obligations, exercising and protection of rights
Financial Administration, Public Agencies, Legal Authorities, Supervisory and Oversight Authorities	Fulfilment of legal obligations, exercising and protection of rights

Persons in these categories operate independently as separate data controllers or as data processors appointed by the Data Controller. The Data Controller's personnel who are specially authorised for processing, including interns, temporary workers and consultants, may also obtain knowledge of the data in relation to the performance of their assigned tasks. The Data Subject's personal data shall not, in any case, be disclosed or communicated to third parties other than those listed above.



HOW WE PROCESS THE DATA SUBJECT'S DATA

Data shall be processed using manual, electronic and remote means and in accordance with the requirements set out in relevant legislation, which seeks to ensure the confidentiality, integrity and availability of the Data, and to avoid pecuniary and non-pecuniary damage. Processing activities carried out by the Data Controller for the purposes of selecting candidates are not based on automated decision-making processes.



WHERE WE PROCESS THE DATA SUBJECT'S DATA

The Data Subject's data are stored in archives located in European Union countries.



HOW LONG WE RETAIN THE DATA SUBJECT'S DATA FOR

Data shall be stored in a form that allows the Data Subject to be identified for a period of no more than 24 months from when the data were provided. After this time, the Data shall be deleted or converted to an anonymous format, unless they need to be kept any longer to comply with legal obligations, to exercise or defend a right in court or to comply with orders issued by Public Authorities and/or Supervisory Bodies.



THE DATA SUBJECT'S RIGHTS

By writing to the address privacy@minerariagerrei.com, the Data Subject may exercise their right to obtain, in the cases provided for in the Regulation, access to their Data, deletion of Data, correction of incorrect Data, supplementation of incomplete Data, restriction on the processing of Data and Data portability, as well as to object to processing.

The Data Subject also has the right to lodge a complaint with the Italian supervisory authority (Italian Data Protection Authority) or with the agency performing its duties and exercising its powers in the Member State where the infringement occurred, as provided for in article 77 of the Regulation, as well as to file appropriate legal proceedings pursuant to articles 78 and 79 of the Regulation.