

## **Candidate Data Protection Notice**

pursuant to the General Data protection regulation n. 679/2016 ("GDPR") and the local applicable law (together, the "Privacy Law")

Autogrill Europe S.p.A. inform you that the Company shall process your personal data in your curriculum vitae and any further information provided through the website [www.autogrill.it](http://www.autogrill.it) and through website [www.autogrill.com](http://www.autogrill.com) [website], as well as data provided by you or third parties, if lawful (e.g. recruiting companies) during the selection process.

### **Processing Purposes**

We will process the data only for the following purposes:

- personnel selection,
- to establish or defend a legal claim, and
- to comply with laws, regulations and European legislation.

It is understood that if you provide information about third parties, e.g. referees and previous employers, you shall provide for said communication and the processing by the Company to comply with the applicable legislation, thus you may provide us with said information only after having informed said third parties and obtained their consent if required by the Privacy Law; furthermore you authorize us to contact said parties for reference and verification of the received information purposes and for the same purposes you should authorize them to provide us with the requested information.

### **PROCESSING LEGAL BASIS**

The Company relies the collection and processing of Employee Personal Data on the following basis:

- legitimate interest of the Company,
- consent, as permitted by applicable law;
- compliance with legal obligations, in particular in the area of labor and employment law.

### **NATURE OF PERSONAL DATA TREATMENT AND CONSEQUENCES IN CASE OF REFUSAL OF CONSENT**

Providing your personal data is necessary for the purposes related to the selection of personnel and compliance with applicable legislation; your refusal will prevent us from continuing the selection process.

### **MODALITIES OF THE PROCESSING AND DATA RETENTION PERIOD**

Your personal data is stored in paper and electronic files at our premises for a maximum period of one year from the date of registration in our databank.

If you at any moment deem that the scope of processing of your data by us is ceased, as no more necessary or useful, please notify us of this circumstance so that we will promptly delete your data. We process data with electronic and non electronic means, according to logics and procedures functional to the purposes above listed and according to the Privacy Law, including security and confidential issues. As part of the selection process we may verify the information provided by you e.g. academic, professional qualifications, references of previous or current employers. We may contact your employer only when your work relationship is terminated, or before said deadline only if you expressly authorize us. The verification activities are performed according to applicable privacy law and only as functional to the selection process. Our authorized personnel on a need-to-know basis may access your data.

### **DATA TRANSFER**

We may communicate data to professionals, consultants, also in associate form, possible third parties providing technical and organizational services functional to the above purposes, other companies controlling, controlled or in any case part of the Autogrill Group. Due to the multinational character of the Autogrill Group some of the recipients and other companies of the Autogrill Group may be located abroad, also outside the European Union, in countries that do not provide a level of data protection equivalent to that set forth by the Privacy Law. The Company will take steps to ensure that transfers out of the EU are adequately protected as required by applicable data protection law, more specifically

through Data Transfer Agreements and/or any other legal grounds according to art. 46-47 GDPR (such as the implementation of Binding Corporate Rules).

### **NATURE OF DATA**

The Company collects, processes, and uses the following categories of personal data about you: (i) identification data, such as your name, citizenship, passport data, date of birth and national insurance number; (ii) contact details, such as your work and home addresses, telephone numbers, email addresses, and emergency contact details; (iii) information about your previous job experiences, such as job title, position level, assigned tasks and projects, start and end date; iv) data collected through photos and / or videos and through the performance of various kinds of tests

We process your personal data and possibly sensitive data and judicial data, for example on criminal records and the position of accused or investigated person only when required by laws, regulations and Community legislation (e.g., sensitive data relating to protected workers' categories, judicial data required by applicable labor agreement). Other judicial and sensitive data not necessary for the selection, that are possibly contained in your curriculum vitae or otherwise provided by you or third parties will be promptly deleted and not processed.

### **YOUR RIGHTS**

You may contact us at our contact details set out below to enforce at any moment your rights under art. 15 and subsequent of the GDPR, e.g. to obtain confirmation that data relating to you exist or not, verify their content, origin, accuracy, ask for their integration, updating, amendment, erasure, transformation in anonymous form, data portability, restrict or oppose for legitimate reason the processing. You have also the right to lodge a complain to the local Data Protection Authority.

### **IDENTITY OF THE DATA CONTROLLER**

The Controller is Autogrill Europe S.p.A., with its registered office in Novara, Via Greppi 2, and secondary office in Rozzano (MI) Centro Direzionale Milanofiori, Strada 5 – Palazzo Z. If you have any questions about this Notice or to exercise your privacy rights, please contact the Data Protection Officer at [DPO@autogrill.net](mailto:DPO@autogrill.net). The Company may update this Notice from time to time in accordance with applicable law (eg, if new systems or processes involving the use of personal data are implemented) and, if so, we will inform you accordingly about these changes.