



## PRIVACY POLICY EX ART. 13 REG. 2016/679

Pursuant to the European Regulation 2016/679 (below GDPR), Cassa Depositi e Prestiti S.p.A. (below, CDP), with head office in Rome, via Goito No. 4 (00185), processes your personal data in its capacity as "Data Controller" in compliance with the provisions of law and informing you of the use of the above-mentioned personal data.

The Personal Data Protection Officer can be contacted at the following email address [privacy@cdp.it](mailto:privacy@cdp.it).

### 1. DATA FOR PROCESSING

Personal data (for example, personal details, tax code, residence/domicile, images, videos, etc.) will be collected and processed within the scope of this policy.

In addition, when fulfilling specific obligations, as well as communications from the candidate, CDP may process special data pursuant to Article 9 GDPR.

### 2. PROCESSING METHODS AND OBJECTIVES

The data processing is carried out manually and/or using digital recruiting and assessment platforms (which may include artificial intelligence and machine learning technologies, etc.), in compliance with the GDPR, for the following purposes:

- a) compliance with all legal, regulatory and EU obligations;
- b) carrying out research and selection of candidates (including synchronous and asynchronous video interviews, psycho-aptitude tests, etc.) to be employed by CDP under a fixed-term or open-ended employment contract or for a vocational training or orientation internship.

### 3. SCOPE OF CIRCULATION AND COMMUNICATION OF DATA

Within the scope of the purposes specified in this policy, your data may be forwarded exclusively to consultants specialising in the selection and assessment of personnel on behalf of Cassa depositi e prestiti, to companies managing the digital platforms referred to in the previous point and to CDP Group companies, by paper-based, computerised or telematic means, which are in all cases suitable for ensuring the security and confidentiality of the relevant processing.

The entities belonging to the aforementioned categories perform the function of Data Supervisor or operate totally autonomously as distinct Data Controllers.



#### **4. NATURE OF DATA PROVISION AND CONSEQUENCES OF REFUSAL**

The provision of data by the subject is optional, but essential for the activities carried out by CDP and indicated in point 2 above; refusal to provide the above information will make it impossible for CDP to process your application.

#### **5. STORAGE OF PERSONAL DATA**

Your Personal Data will be stored in accordance with the criteria set out in Article 5 of the GDPR.

#### **6. DATA TRANSFER OUTSIDE THE EU**

With regard to any transfer of the Data to third countries, CDP informs that processing will take place in accordance with the procedures permitted by the current law, such as consent of the Data Subject, adoption of standard clauses approved by the European Commission, selection of subjects adhering to international programmes for the free circulation of data or operating in countries considered safe by the European Commission. Further information can be obtained by explicit request to the Personal Data Protection Officer at the contacts indicated.

#### **7. RIGHTS OF THE DATA SUBJECT**

You are informed that Art. 15-22 GDPR entitles Data Subjects to exercise specific rights; Data Subjects can obtain from CDP: access, rectification, erasure, restriction of processing, withdrawal of consent, and portability of the data concerning him/her.

Data Subjects also have the right to object to the processing. In the event of the right of objection being exercised, CDP reserves the possibility of not following up the request, and therefore continuing the processing, if there are binding legal grounds for proceeding with the processing overriding the interests, rights and freedoms of the Data Subject.

The above rights may be exercised by sending a request by post to Cassa depositi e prestiti S.p.A., via Goito, no. 4, 00185 - Rome, to the attention of the Personal Data Protection Manager, or by e-mail, fax or PEC directly to the aforementioned Manager, at the addresses provided.

The Data Subject also has the right to raise complaints with the Italian Data Protection Authority.