

PRIVACY NOTICE FOR JOB APPLICANTS

INF002 rev.2 – September 22, 2021

In accordance with Regulation (EU) 2016/679 (GDPR) and current legislation, we provide the following information regarding the processing and protection of your personal data.

Data Controller

The data controller is Panora Spa – Fraz. Ponteghiara No. 8/a, VAT No. 01691680340, email: privacy@panoraseeds.com.

Purpose of Processing

All personal information sent or provided, whether in written or verbal form, without any prior request from the Data Controller, is used solely to respond to your job application. Specifically, the data will be used to assess the conditions for hiring and/or starting an employment or collaboration relationship.

Methods of Processing

The processing of your personal data will follow the principles of fairness, lawfulness, and transparency, protecting your confidentiality and rights. Processing will be carried out using IT systems and/or paper-based media by personnel specifically trained for this purpose.

Disclosure to Categories of Recipients

Disclosure to third parties may occur only to carry out recruitment and evaluation activities related to the potential employment relationship. These activities may be performed directly by the Data Controller or by specialized temporary employment agencies with which the Controller has specific agreements or contracts. The collected data will not be disseminated. CVs and any other documents containing personal data, provided either upon request of the Controller or voluntarily during the selection process, may be shared with other companies within the Group to which the Controller belongs. This intra-group communication will only occur, if necessary, in accordance with adequacy decisions under Article 45 of the GDPR. The purpose of this communication is to support candidate evaluation within the Group and address scenarios where the selected candidate may collaborate with, or work alongside, other Group companies, or when the department manager operates within another company of the Group. The candidate will be informed of such transfers at the first available opportunity, either through this privacy notice or verbally during the initial interview.

Data Retention Period

Personal data will be retained for 12 months from the initial storage date. If the applicant is hired, the CV will be added to the employee's personnel file and retained for 10 years from the end of the employment relationship. After the retention period, all data will be deleted or anonymized, in accordance with the technical procedures for data erasure and backup.

Data Subject Rights

You have the right to request access to your personal data and rectification from the data controller. You may also request full details regarding the processing of your data and your rights by contacting the Controller using the contact details provided at the beginning of this notice.

Right to Lodge a Complaint

If you believe that the processing of your data violates GDPR Regulation (EU) 2016/679, you have the right to lodge a complaint with the Data Protection Authority, using the contact details available at: <https://www.garanteprivacy.it/>

Nature of Data Provision and Consent

The provision of personal data is voluntary and at the discretion of the candidate submitting their curriculum vitae. Any further data requested by the Controller is functional to assessing suitability for hiring and/or collaboration and is provided voluntarily.

Panora S.p.A.

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