



GV Group S.r.l a Socio Unico
Via Malcanton, 2
35010 Trebaseleghe (PD) - Italia
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Email: info@gv-group.it

Cod. Fisc. e P.IVA IT 02319310286
R.E.A. PD-221408
Cap. soc. € 1.900.000 i.v.
PEC: gv.group@legalmail.it
www.gv-group.it

Dear Sir/Madam,

Subject: Privacy Notice pursuant to Articles 13 and 14 of the GDPR EU 2016/679.

GV Group S.r.l. hereby provides the data subject with information regarding the processing of personal data in accordance with Articles 13 and 14 of the GDPR 2016/679.

Data Controller.

The Data Controller is GV Group S.r.l., located at Via Malcanton 2 - 35010 Trebaseleghe (PD).

Purpose and Legal Basis of Processing.

Personal data collection and processing are carried out to manage:

1. E-recruitment, specifically the curriculum vitae submitted through the contact on the website, solely to respond to requests sent to us and to evaluate the profile for potential employment or professional collaboration (processing necessary for the execution of pre-contractual measures taken at the request of the data subject as per Art. 6(1)(b) GDPR 2016/679).

Please note that the curriculum should not contain special categories of data (so-called sensitive data) or data related to criminal convictions and offences unless necessary for establishing an employment relationship according to the current regulations on labor inclusion. Regarding health data of differently abled workers under Law 12 March 1999 n. 68 "Rules for the right to work of disabled people", it is specified not to indicate any pathology but only the possession of the requirements. Any different special categories of data indicated by you will not be considered or in any case processed for profile evaluation.

Data collection and recording will occur in compliance with the principles of Article 5 GDPR 2016/679, namely: for specified, explicit, and legitimate purposes and in a manner compatible with those purposes within the necessary processing for the operation of the company; accurately and, where necessary, updated; so that the data are relevant, complete, and not excessive with respect to the purposes for which they are collected; so that their storage is functional for the period necessary for the purposes for which they were collected and subsequently processed according to the GDPR 2016/679 and the current national regulations.

Personal data may be processed with the aid of both paper and electronic tools or anyway capable of recording and storing the data in such a way as to guarantee their security and protect the utmost confidentiality of the subject. Specific security measures will be observed to prevent data loss, unlawful or incorrect uses, and unauthorized access in full respect of Art. 32 of the GDPR 2016/679 and the national regulations in force.

Mandatory or Optional Nature of Providing Data and Consequences of Refusing to Provide.

Providing data is not mandatory but optional; however, refusal to provide them in whole or in part may result in the inability to respond to the data subject's requests and/or to proceed with the evaluation of their professional profile.

Data Communication.

In compliance with current regulations and particularly the principles of Art. 5 GDPR 2016/679, the collected and processed data may be communicated exclusively for the pursuit of the purposes mentioned in this notice to:

- Companies belonging to the same corporate group;
- Professionals and consultants, consulting firms, companies operating in the personnel selection sector, public employment agencies, public and private training entities;
- Specifically, subjects processing on behalf of the Data Controller as Data Processors as per Art. 28 GDPR 2016/679, such as, merely by way of example and not exhaustively: professionals and/or companies appointed to perform consultancy activities in the labor law, technical-information technology area. The complete and updated list of Data Processors is available to those entitled upon simple request at the Data Controller's office;
- Subjects authorized to access the data by current legislation and/or to whom data must be communicated in execution of legal obligations.

Personal data may be processed by employees and collaborators assigned to the competent offices of the Data Controller explicitly authorized for processing based on Art. 29 of the GDPR 2016/679 and the current national regulations.



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International Data Transfer.

Personal data may be communicated and/or transmitted abroad only for the pursuit of the purposes mentioned in this notice or for exclusively technical reasons related to the structure of the Company's Information System and/or the application of technical and organizational security measures considered appropriate by the Data Controller (Art. 32 GDPR 2016/679) and exclusively in compliance with Articles 44 et seq. of the GDPR 2016/679.

Data Retention Period.

Data will be stored in our archives even after the job interview for the fulfillment of all possible obligations connected to such activity and in any case for a period not exceeding the achievement of the purposes for which they are processed ("principle of limitation of storage" as per Art. 5 GDPR 2016/679). Specifically, the Data Controller will retain the data for a period ranging from 24 to 60 months depending on the professional profile, provided that the candidate must update and/or reconfirm the application every 3 months or in any case no later than 15 months depending on the professional profile; in the absence or in case of hiring, data will be deleted. Regarding the specific terms of prescription provided by the legal system, data necessary for the establishment, exercise, or defense of a right may be subject to longer retention times.

The verification of the obsolescence of data stored in relation to the purposes for which they were collected is carried out periodically.

Rights of the Data Subject.

The data subject may exercise the rights provided within the limits and under the conditions of Articles 15 to 22 of the GDPR 2016/679. Specifically, the GDPR 2016/679 grants the data subject the following rights:

- Right of access (Art. 15 GDPR 2016/679);
- Right to rectification of inaccurate personal data and the right to have incomplete personal data completed (Art. 16 GDPR 2016/679);
- Right to erasure (Art. 17 GDPR 2016/679);
- Right to restriction of processing (Art. 18 GDPR 2016/679);
- Right to be informed of the recipients to whom the personal data have been disclosed, especially regarding any rectifications or erasures or restrictions on processing (Art. 19 GDPR 2016/679);
- Right to data portability (Art. 20 GDPR 2016/679);
- Right to object (Art. 21 GDPR 2016/679);
- Right not to be subject to a decision based solely on automated processing (Art. 22 GDPR 2016/679).

In case any form of consent to the processing of personal data has been signed, it's important to note that the data subject can revoke it at any time, notwithstanding the mandatory obligations provided by the current legislation at the time of the revocation request, by contacting the Data Controller at the following email address: gv.group@legalmail.it

Right to Complain.

the data subject who believes that the processing of personal data is carried out in violation of the provisions of the GDPR 2016/679 has the right to lodge a complaint with the supervisory authority of the European Union state where they reside, work, or where the alleged violation occurred, as provided by Art. 77 GDPR 2016/679, or to take appropriate legal action.

Trebaseleghe, 01/07/2023

GV Group S.r.l.