

PRIVACY POLICY (Ref. Art. 13, 14 EU Reg. 2016/679)

Dear Customer / Supplier,

G&B Fissaggi S.r.l. welcomes you on our website, here we wish to provide you with all the necessary information we use to protect your personal data.

G&B Fissaggi S.r.l. is a manufacturer of fixing systems in nylon, steel and chemical anchors for the hardware, tools, construction, industry, electrical, plumbing and heating industries and DIY. Producer in recent times also of a line of patented fastening systems for GeB Fix-Solar photovoltaic systems and supplier of **CE certified anchors** for large public restructuring projects. The Company is certified UNI EN ISO 9001: 2015 and it has 5 sales offices in Europe.

G&B Fissaggi S.r.l. are aware of your attention to the ways in which your personal data are used and shared, appreciates the trust placed in us and guarantees that your data will be processed in accordance with the principles of confidentiality, transparency and any principle applicable by law.

Scope of this Privacy Policy statement:

This Privacy Policy governs the processing by G & B Fissaggi S.r.l. of personally identifiable information and other data collected and received as you freely communicate it.

"Data" and "information" includes information that allows personal identification, such as name, address, email address or telephone number and which are not publicly available otherwise.

In compliance with the provisions of art. 13 of Reg. EU 2016/679 therefore you are provided with the following information:

Collection and Use of Information

G&B Fissaggi S.r.l. (as data controller) collects information that allows personal identification when certain services are used on our site or when, in order to apply, you send your curriculum vitae. Therefore, we collect your personal data as soon as they are provided by you by completing the forms relating to our services, such as filling out a form or sending a curriculum vitae to a mailbox dedicated to your application.

Regarding sending your Curriculum Vitae:

The personal data provided, such as common and contact details (name, surname, e-mail, telephone number) and personal data relating to the content of your Curriculum Vitae (domicile, residence, education, degree, etc.) will be subject only to the treatments indicated in this Policy such as the taking charge of your personal Curriculum for the purposes of:

- an assessment of your profile for G & B Fissaggi **internal recruiting** operations should it be useful for any positions open for employment at our Group;
- a subsequent contact for an interview.

Regarding the marketing purposes:

The personal data provided, such as common and contact data (name, surname, e-mail, telephone number) will be subject only to the treatments indicated in this Policy such as:

- insertion in the mailing-list or for sending material with commercial and promotional content, or on behalf of other companies in the group;
- to send the technical documentation and the related information requested by you or to send informative material and the communication of our initiatives or commercial offers.

Method of treatment

The treatment will be carried out with **manual and / or digital, telematics tools** with organizational and processing logics strictly related to the purposes themselves and in any case in such a way as to guarantee the security, integrity and confidentiality of the data in compliance with organizational and physical measures and logics, provided for by the provisions in force.

Data transfer

G&B Fissaggi S.r.l. informs you that your data, collected directly, will not be transferred. In the event that the need arises to share them with one of our offices abroad, for the sole purpose of providing the requested service, we inform you that the foreign offices of G & B Fissaggi S.r.l. they are all located within the EEA (European Economic Area) and are therefore obliged to apply the same Data Protection Regulation applied by the Italian office.

G&B Fissaggi S.r.l. undertakes to ensure that your data are protected and applies appropriate protection measures in accordance with applicable legislation, including the use of data processing agreements based on EU standard contract terms.

Sharing and Disclosure of Information

Your data, in principle, **will not be disclosed or published.**

Your data may be disclosed only in **compliance with the legal obligations** that provide access to data by the supervisory authorities, and therefore:

- to respond to subpoenas, judicial orders, legal proceedings or any legitimate request from the authorities to whom it is necessary to comply, or to assert or exercise rights or defend oneself in the context of legal actions;
- to share, where deemed necessary, such information for investigative purposes, for preventing or combating illegal activities, alleged fraud, situations of potential danger to the physical safety of persons, violations of the conditions of use of the services offered on the G & B website Fissaggi Srl or as otherwise required by law.

The processing of data from the under 16s

In the **remote possibility** that the person giving the data is **under the age of 16**, such processing is lawful only if and to the extent that **such consent is given or authorized by the holder of parental authority or by a legal guardian** for whom identification data and copy of identification documents are acquired. It is also emphasized that consent is legally valid only if provided by persons with legal capacity.

Mandatory and optional consent

With this, **G&B Fissaggi S.r.l.** He informs you that:

for the purposes of the evaluation during the recruiting phase: the consent is mandatory and that your free and spontaneous sending of the personal Curriculum and the related contact data will be considered an express consent based on the will to submit your candidacy. **In the absence of such consent, your application will not be taken into consideration.** In this regard, **please remember to affix to your CV the date, the autograph signature at the bottom of the Curriculum Vitae that authorizes expressly in writing the consent to the treatment.** Failing this, it will be our care to request your consent to the processing of data, in the event of a presentation of specific information, in person and at the first possible meeting.

for marketing purposes advertising and commercial communications: consent to treatment is optional. In the face of express refusal, we will not be able to send you any communication of the types described above.

The free and spontaneous sending of e-mails to the e-mail addresses of the site and requests for the use of the available services **will be considered an express consent based on the unequivocal facts represented by the explicit request from you.**

G&B Fissaggi S.r.l. informs you that **at any time you may withdraw from the consent** by communicating his intention to deny the previously expressed consent, through written communication to the Data Controller in the manner and at the addresses described at the bottom.

Storage and data minimization

Your personal data will be kept for the whole duration of the treatment, or until its express revocation, in the modalities indicated in the previous paragraph.

The **curriculum vitae** will be kept for the time necessary for recruiting operations, otherwise **not more than 6 months**, therefore, a second submission is recommended after 6 months from the first sending, if still interested in the application.

At the end of the processing, or against your explicit request, G & B Fissaggi agrees to permanently delete or destroy your data and, if explicitly requested, to confirm the cancellation / destruction.

Your data may be deleted in part if not all necessary for lawful purposes of treatment.

Confidentiality and Security

We limit access to your personal information to our employees, who we believe reasonably need to come into contact with such information, to offer you products or services, or to carry out your job duties. We take physical, electronic and procedural security measures in accordance with our legal obligations to protect your information.

For more information on safety, including the protection measures adopted, the following are reported:

Rights of the person concerned under Chapter III articles 12-23 of the EU Reg. 2016/679

You can exercise your rights at any time:

- *access to your personal data;*
- *to obtain the correction or cancellation of the same or the limitation of the treatments that concern it;*
- *to oppose the treatment;*
- *data portability;*
- *to revoke the consent where provided The withdrawal of consent does not affect the lawfulness of the treatment based on the consent granted before the revocation;*
- *to propose a complaint to the supervisory authority (Privacy Guarantor).*

For any further clarification or for the exercise of your rights referred to in Chapter III, Articles 12 - 23 of the Rules, you can forward your request through the methods described below:

- via the email address privacy@gebfissaggi.com or
- by registered letter at **G&B Fissaggi s.r.l. Corso Savona, 22 - 10029 Villastellone (Turin)**

Data Controller

G&B Fissaggi s.r.l. with registered office in Corso Savona, 22 - 10029 Villastellone (Turin).

The Data Processor, which you can contact to exercise the rights referred to in Art. 12 and / or for any clarifications regarding the protection of personal data, in **G&B Fissaggi S.r.l.** can be reached at the address: privacy@gebfissaggi.com

G&B Fissaggi S.r.l. He reminds you that you may change or update this Privacy Policy from time to time, so we encourage you to check it periodically.