



NOTICE TO PERSONNEL

WITH REGARD TO PERSONAL DATA PROTECTION PURSUANT TO ART. 12 AND FOLLOWING ARTICLES REGULATION (EU) 679/2016 AND THE LAW DECREE 196/2003 AS AMENDED BY THE LAW DECREE 101/2018



Our Company has always been deeply concerned about the issues of personal data protection and the compliance with the principles of the privacy and dignity of individuals.

In this respect you are kindly requested to take note of the following notice.

Pappasole S.p.A., established in Via di Carbonifera 14, Loc. Torremozza, 57025 Vignale Riotorto (LI), fiscal code 00719850497 and VAT number 01143690491, in their quality of Controller, in the person of the acting legal representative, under and in pursuance of the Regulation (EU) 679/2016, hereby inform the data subject that the personal data concerning such subject, collected by the Controller or which will be subsequently requested and/or disclosed by third parties, are necessary and will be used for the purposes indicated here below.



PURPOSES AND LAWFULNESS OF THE PROCESSING

Under the Regulation (EU) 679/2016 personal data shall be:

- Processed in a lawful, fair and transparent way with respect to the data subject (art. 5)
- Collected for identified, explicit and legitimate purposes and they are subsequently processed in a way that shall not be incompatible with such purposes (art. 5);
- Specific protection is required by for the personal data which, for their own nature, are peculiarly sensitive with regards to fundamental rights and freedoms.



The purposes for which personal data are collected shall be the following:

- To properly reckon the remuneration, as well as to arrange the payment of allowances (including family allowances), rewards, other emoluments, gratuities and fringe benefits;
- To fulfill law and contract obligations, including those under collective agreements.
- To fulfill and call for the fulfillment of specific obligations or to perform such specific tasks as under laws, regulations or collective agreements, company agreements included, particularly in view of the establishment, the management and the termination of a job relationship, as well as of the payment of allowances and of the application of rules pertaining to trade union activities and health care policy;
- To fulfill the obligations with respect to social security and social protection bodies, either mandatory or supplemental;
- To comply with tax obligations towards finance administration, including the case of tax assistance service;
- To fulfill the obligations under rules in connection with public health and job safety;
- To carry out all activities supporting and aiding the achievement of the aforementioned purposes and however any necessary activity in this respect (data registration, filing, consultation etc.);
- Registration of the access to the premises by a system detecting the number-plate of the vehicle.



LAWFULNESS OF PROCESSING

Processing shall be lawful under the conditions here below:

- Pursuant to Art. 6, subparagraph 1, item b) of the Regulation (EU) 679/2016 processing is required for the performance of a contract to which the data subject is party or in order to take steps at the request of the data subject prior to entering into a contract;
- Pursuant to Art. 6, subparagraph 1, item c) of the Regulation (EU) 679/2016 processing is necessary for compliance with a legal obligation to which the controller is subject;
- Pursuant to Art. 6, subparagraph 1, item f) of the Regulation (EU) 679/2016, processing is necessary for the purposes of the legitimate interests pursued by the controller or by a third



party, except where such interests are overridden by the interests or fundamental rights and freedoms of the data subject requiring protection of the personal data, in particular where the data subject is a child.



MODALITIES OF PROCESSING AND OBLIGATION OF CONFIDENTIALITY

The data processing is carried out through computerized systems and/or paper documents by subjects committed to confidentiality, following purpose related methods and however in such a way as to ensure the safeguard and the confidentiality of data. In compliance with law provisions the data collected shall not be disclosed and divulged to third parties.

The Controller in his or her quality of employer shall be allowed to process your data even if included in the special categories of data referred to in Art. 9, paragraph 1 of the Regulation (EU) 679/2016 - under which such data are those revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership as well as genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation – and in the special categories referred to in Art. 10 of the Regulation (EU) 679/2016 dealing with the processing of personal data related to criminal convictions and offenses. Your data referred to in art. 9 shall be processed solely for such activities linked to the job contract, prior to the contract and for law requirements.

Pursuant to the Regulation (EU) 679/2016 your consent is not required for processing your data referred to in Art. 9, paragraph 1 of the Regulation (EU) 679/2016, for the purposes under art. 9, items b), f), h). As regards the data under art. 10 of the Regulation (EU) 679/2016 consent is not required for processing pursuant to art. 2-octies of Law Decree 196/2003 as amended by Law Decree 101/2018 for the purposes referred to in the aforementioned art. 2-octies, subparagraph 3.

Your data referred to in art.9, paragraph 1 and art. 10 of the Regulation (EU) 679/2016 shall neither be disclosed nor communicated to third parties except for complying with law obligations or with contract requirements in accordance with law provisions.



DISCLOSURE TO THIRD PARTIES

Your personal data may be disclosed to third parties known to us solely for the aforementioned purposes and, in particular, to the following categories of subjects:

- External companies providing services on our behalf;
- Public Administration companies or bodies for the compliance with law requirements
- Professionals who may provide a support in the compliance with law requirements;

Such subjects will process personal data in their quality as external Processors or as autonomous controllers



RETENTION PERIOD

Pursuant to art. 5 of the UE Regulation 679/2016 “Principles relating to the processing of personal data”, personal data shall be kept in a form that permits the identification of data subjects for no longer than is necessary for the achievement of the purposes for which the data are processed.

The personal data of data subjects can be kept for longer periods in compliance with the law provisions in force (for instance in accounting matters), and, however, any technical and organizational measure shall be adopted in order to generate processes of anonymization of data.



RIGHTS OF THE DATA SUBJECT

Under the law provisions in force, the data subject can address the Controller to lodge a request for exercising his or her rights, such as they are stated in art. 15 and following in the Regulation (EU) 679/2016.

In addition to the above mentioned rights, the data subject has the right to lodge a complaint with the Supervisory Authority in the instances envisaged by law.

For further information with regard to the modalities to exercise the mentioned rights, please read “Procedure concerning the rights of the data subject” in the link www.pappasole.it.



CONTROLLER, DPO AND PRIVACY COMMUNICATIONS



The Controller is Pappasole S.p.A., established in Via di Carbonifera 14, Loc. Torremozza, 57025 Vignale Riotorto (LI), fiscal code 00719850497 and VAT number 01143690491.



The DPO is Dr. Lorenzo Giannini (lorenzo@privacysolving.it).

For any communication pursuant to the above quoted articles of the Regulation (EU) 679/2016 the Controller provides the following address: Via di Carbonifera 14, Loc. Torremozza, 57025 Vignale Riotorto (LI); Phone number 0565 20639, Fax 0565 20346, Email info@pappasole.it.

Place and Date

Riotorto 27/7/2022

Signature of the Controller

PAPPASOLE S.p.A.

Via di Carbonifera, 14 - 57025 Piombino (LI)

Cod. Fisc.: 00719850497

Part. IVA: 01143690491

