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Privacy and cookie policy of the Website: www.elettromar.it

ELETTROMAR spa, with registered office in Follonica, via Archimede 186, (hereinafter "ELETTROMAR" or the "Owner") is constantly strives to protect the online privacy of its users. This document has been prepared pursuant to art. 13 of the EU Regulation 2016/679 (hereinafter: "Regulation") in order to allow you to know our privacy policy, to understand how your personal information is handled when you use our site and, if necessary, to provide a consent to the expressed and aware processing of your personal data. The information and data provided by you or otherwise acquired in the context of the use of ELETTROMAR services, - such as: access to the reserved area of the Site, hereinafter "Work with us" "contacts" "-", will be processed in compliance with the provisions of the Regulation and the confidentiality obligations that inspire the activity of ELETTROMAR.

According to the rules of the Regulation, the treatments carried out by the Owner will be based on the principles of lawfulness, correctness, transparency, limitation of purposes and conservation, minimization of data, accuracy, integrity and confidentiality.

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1. Data Controller and Data Processor

The owner of the treatments carried out through the Site is ELETTROMAR spa as defined above, reachable at privacy@elettromar.it.

The Manager designated by the management for the processing of personal data is the legal representative of ELETTROMAR.

2. The personal data being processed

Following browsing the Site, we inform you that ELETTROMAR will process your personal data which may consist of an identifier such as the name, an identification number, an online identifier or one or more characteristic elements of your physical identity, economic, cultural or social network suitable to make the interested party identified or identifiable (hereinafter also "personal data").

The personal data processed through the Site are the following:

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a. Surfing data

The computer systems and software procedures used to operate the Site acquire, during their normal operation, some Personal Data whose transmission is implicit in the use of Internet communication protocols. This information is not collected to be associated with identified interested parties, but by their very nature could, through processing and association with data held by third parties, allow users to be identified. This category of data includes the IP addresses or domain names of the computers used by users connecting to the Site, the URI (Uniform Resource Identifier) addresses of the requested resources, the time of the request, the method used to submit the request to the server, the size of the file obtained in response, the numeric code indicating the status of the response given by the server (success, error, etc.) and other parameters related to the operating system and the user's IT environment. These data are used only to obtain anonymous statistical information on the use of the Website and to check its correct functioning, to identify anomalies and / or abuses, and are deleted immediately after processing. The data could be used to find responsibility in case of hypothetical computer crimes against the site or third parties: except for this eventuality, the data on web contacts do not persist for more than three days.

b. Special categories of personal data


In the use of some sections of the Site (for example the "Work with us" section), a transfer of your personal data may occur that falls within the category of special categories of Personal Data pursuant to art. 9 of the Regulation, verbatim the "[...] data suitable to reveal the racial or ethnic origin, the political opinions, the religious or philosophical convictions, or the union membership, as well as to treat genetic data, biometric data intended to identify uniquely a natural person, data relating to health or sex life or sexual orientation of the person ". We invite you to communicate such data only where necessary. Indeed, we would like to remind you that in the event of the transmission of special categories of Personal Data, but in the absence of specific consent to process such data, ELETTROMAR cannot be held liable in any way, nor can it receive disputes of any kind, since in this case the treatment will be allowed as having as object object data made public by the interested party, in compliance with the art. 9.1.e) of the Regulations. However, we specify the importance, as mentioned above, of expressing explicit consent to the processing of special categories of personal data, where it decides to share such information.

We also inform you that, for selection purposes, ELETTROMAR could analyze the professional social profiles you have made freely available on the Internet (by way of example, but not exhaustively, the portal called LinkedIn).

c. Data provided voluntarily by the interested party

In the use of some Website Services, the processing of personal data by third parties sent by you to the Owner may occur. Compared to these hypotheses, you are the independent data controller, assuming all legal obligations and responsibilities. In this sense, it confers on the point the widest indemnity compared to any dispute, claim, claim for compensation for treatment damage, etc. that should reach ELETTROMAR from third parties whose personal data have been processed through your use of the functions of the Site in violation of the rules on the protection of personal data applicable. In any case, if it provide or otherwise it process personal data of third parties in the use of the Site, it guarantees from now - assuming all related responsibilities - that this particular processing hypothesis is based on an appropriate legal basis pursuant to art. . 6 of the Regulation that legitimates the processing of the information in question.

The access to the Site and Services can be made using the credentials provided by a third party, such as Google, Facebook, or a similar service ("social log-in"). In this case, the user is required to check the settings of that service and carefully read the third party's privacy policy, as the third supplier could be authorized to share your personal data and authorize ELETTROMAR to collect information such as contacts , friends and other user data. The owner keeps the identification code associated with the user's account at the service of the third party in the moment in which it is used for the log-in to the Site or for the sharing of contents hosted by the Site; storage will take place as long as necessary to provide the requested services. If the user creates an account or uses site services by logging in through

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the social log-in, the owner can use the information contained in the original account to complete his profile on the site. The user can update or modify the information of the profile and contact information at any time through social log-in.

d. Cookie

Definitions, characteristics and application of the legislation

Cookies are small text files that the sites visited by the user send and record on his computer or mobile device, to be re-transmitted to the same sites at next visit. Thanks to cookies, a site remembers the user's actions and preferences (such as, for example, login data, the chosen language, the font sizes, the other display settings, etc.) so that they should not be indicated again when the user returns to visit the site or navigate from one page to another of it. Cookies are therefore used to perform computer authentications, session monitoring and storage of information regarding the activities of users accessing a site and may also contain a unique identification code that allows users to keep track of the user's navigation within of the site itself for statistical or advertising purposes. While browsing a site, the user can also receive on his computer the cookies from sites or web servers different than the one he is visiting (so called "third-party" cookies). Some operations could not be carried out without the use of cookies, which in certain cases are therefore technically necessary for the site to function.

There are various types of cookies, depending on their characteristics and functions, and these can remain on the user's computer for different periods of time: c.d. session cookie, which is automatically canceled when the browser is closed; so called persistent cookies, which remain on the user's equipment up to a pre-established deadline.

According to the legislation in force in Italy, for the use of cookies an express consent of the user is not always required. In particular, "technical cookies", for example those used for the sole purpose of transmitting a communication over an electronic communication network, or in the measure strictly necessary to provide a service explicitly requested by the user do not require this consent. In other words, these cookies are indispensable for the site to work or are necessary to perform tasks requested by the user.

Among the technical cookies, which do not require an express consent for their use, the Italian Data Protection Authority (see *Provvedimento Individuazione delle modalità semplificate per l'informativa e l'acquisizione del consenso per l'uso dei cookie* May 8, 2014 and subsequent clarifications, hereinafter also referred to as "Provision") includes:

- "analytics cookies" where used directly by the site manager to collect information, in aggregate form, on the number of users and on how they visit the site,
- browsing or session cookies (to logging),
- functional cookies, which allow the user to browse based on a series of selected criteria (for example, the language, the products selected for purchase) in order to improve the service rendered to the same.

For "profiling cookies", vice versa, for example those aimed at creating user profiles and used in order to send advertising messages in line with the preferences shown by the user in the context of web browsing, a prior consent user is required. 'user.

Types of cookies used by the Site and the possibility of (de-) selection

The Site uses cookies as described in the specific Cookie policy section to which reference is made.

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Settings related to cookies

The user has the possibility to block (in whole or in part) technical and functional cookies through the specific functions of his Browser. However, we inform you that not allowing technical cookies could make it impossible to use the Site, view its contents and use the relative services. To inhibit functional cookies may mean that some services or certain functions of the Site are not available or do not work properly and you may have to change or manually enter certain information or preferences each time you visit the Site. The choices made regarding the site's cookies will in turn be recorded in a special cookie. This cookie may, however, in some circumstances not function properly: in such cases, we advise you to delete unwanted cookies and to inhibit their use also through the browser features.

Your preferences regarding cookies should be reset if you use different devices or browsers to access the site.

How to view and modify cookies through the Browser

You can authorize, block or delete (in whole or in part) cookies through the specific functions of your browser. For more information on how to set preferences on the use of cookies through the Browser, you can consult the related instructions:

- [Internet Explorer](#)
- [Firefox](#)
- [Chrome](#)
- [Safari](#)

3. Purpose of the processing

The treatment we intend to carry out, following your specific consent where necessary, it has the following purposes:


- a. Allow the provision of the Services requested by you, for example: i) access to the reserved area of the Site; ii) the request for contact by ELETTROMAR; iii) conclude a contract;
- b. reply to assistance or information requests ;
- c. analyze the curriculum vitae (hereinafter also "CV") and re-contact the candidates who submitted their candidacy through the "Work with us" section;
- d. fulfill any legal, accounting and tax obligations.

4. Legal basis and mandatory or optional nature of the processing

The legal basis for the processing of personal data for the purposes referred to in section 3 (a-b-c) is the art. 6.1.b) of the Regulations as the processing is necessary for the provision of the Services or for the response to requests from the interested party. The provision of personal data for these purposes is optional, but failure to provide such data would make it impossible to activate the Services provided by the Site, to find requests or evaluate CVs. With specific reference to the purpose under 3.c and to the related analysis of the professional social profiles made freely available on the Internet referred to at section 2.b, the legal basis of the processing is art. 6.1.f) of the Regulation, for example the legitimate interest of ELETTROMAR to verify any risks on the eligibility of the candidate to fill the specific open position.

The purpose referred to section 3.d represents a legitimate processing of personal data pursuant to art. 6.1.c) of the Regulations. Once the personal data has been given, the processing is necessary to fulfill a legal obligation to which ELETTROMAR is subject.

For the treatments carried out for the purpose of sending direct advertising material or direct sales or for carrying out market research or commercial communications in relation to products of the Holder similar to those to be purchased, ELETTROMAR can use, without the consent of the interested party, the e-mail and paper mail addresses pursuant to and within the limits allowed by art. 130, paragraph 4 of the Code and by the provision of the Authority for the

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protection of personal data of 19 June 2008. The legal basis for the processing of your data for this purpose is art. 6, paragraph 1, lett. f) of the Regulation. The interested party has the opportunity to oppose such processing at any time, initially or during subsequent communications, easily and free of charge also by writing to the e-mail address: privacy@elettromar.it, as well as to obtain an immediate response that confirms the interruption of this treatment (Article 15 of the Regulation).

Where necessary, the specific summary information on the processing of personal data and consent requests will be progressively reported or displayed on the pages of the Website set up for particular services.

5. Recipients of personal data

Your personal data may be shared, for the purposes referred at section 3 above, with:

- a. subjects that typically act as data processors pursuant to art. 28 of the Regulation that is: i) persons, companies or professional offices that provide assistance and consultancy services to ELETTROMAR in accounting, administrative, legal, tax, financial and credit recovery matters relating to the provision of Services; ii) subjects with whom it is necessary to interact for the provision of the Services (for example hosting providers) iii) or subjects delegated to carry out technical maintenance activities (including maintenance of network equipment and electronic communication networks); (collectively "recipients"); the list of data processors may be requested from the Data Controller by writing to the following addresses: privacy@elettromar.it
- b. subjects, entities or authorities, autonomous data controllers, to whom it is mandatory to communicate your personal data in accordance with legal provisions or orders of the authorities;
- c. persons authorized by the Data Controller to process Personal Data pursuant the art. 29 of the Regulations necessary to carry out activities strictly related to the provision of the Services, which are committed to confidentiality or have an adequate legal obligation of confidentiality (example employees);
- d. the data may be accessible to other companies in the group for the same purposes as above, in particular for the examination of the candidacy presented through the Site, and / or for administrative and accounting purposes pursuant to art. 6 (1) (f) and to Recitals 47 and 48 of the Regulation.**


6. Transfers of personal data

With regards to the possible transfer of Data to Third Countries, the Data Controller informs that the processing will take place according to one of the methods allowed by the law in force, such as the consent of the interested party, the adoption of Standard Clauses approved by the European Commission, the selection of subjects adhering to international programs for the free circulation of data (example EU-USA Privacy Shield) or operating in countries considered safe by the European Commission. It is possible to obtain further information, upon request, from the Data Controller at the contacts above indicated.

7. Data retention

The personal data processed for the purposes referred at section 3 (a-b) will be kept for the time strictly necessary to achieve those same purposes in compliance with the principles of minimization and limitation of conservation pursuant to the art. 5.1.e) of the Regulations. In any case, ELETTROMAR will process personal data for the time necessary to fulfill contractual and legal obligations. As for the CVs sent through the section "Work with us" of which section 3.c, the personal data will be stored as long as the position for which the CV was sent is available or, in the case of a spontaneous application, up to 12 months from the conferment. The possibility for ELETTROMAR to contact the candidate shortly before the deadline indicated to request an extension of this storage period is reserved.

More information about the data retention period and the criteria used to determine this period can be requested by writing to the Owner.

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8. Rights of interested parties

Pursuant to articles 15 and following of the Regulations, you have the right to request at any time, access to your Personal Data, the correction or cancellation of the same, the limitation of the treatment in the cases provided for by art. 18 of the Regulation, to obtain in a structured format, commonly used and readable by an automatic device, the data concerning it, in the cases provided for by art. 20 of the Regulation. At any time, you can revoke pursuant to art. 7 of the Regulation the consent given; to lodge a complaint with the competent control authority pursuant to Article 77 of the GDPR (Guarantor for the Protection of Personal Data) pursuant to art. 77 of the Regulation, if it considers that the processing of your data is contrary to the legislation in force.

You can make a request for opposition to the processing of your data pursuant to Article 21 of the GDPR in which to give evidence of the reasons justifying the opposition: the Data Controller reserves the right to evaluate the request, which would not be accepted in the case of the existence of legitimate and binding reasons to proceed to the treatment that prevails over your interests, rights and freedoms.

The requests should be sent in writing to the owner at the following addresses: privacy@elettromar.it or for pec elettromar@legalmail.it or registered mail at the headquarters of the owner.

9. Changes

ELETTROMAR reserves the right to modify or simply update the content of the privacy policy, in whole or in part, also by virtue of changes in the applicable legislation. ELETTROMAR will inform you of these changes as soon as they are introduced and they will be binding as soon as they are published on the Site. The Owner invites you to regularly visit this section to take cognizance of the most recent and updated version of the privacy policy so as to always be updated on data collected and on its use.

Last update: **September 2018.**