

PRIVACY POLICY

(ARTICLES 13-14 GDPR EU REGULATION 2016/679)

1) We inform you that the personal data you provide to **Dainese S.p.A.** are processed in paper and/or automated form for the sole purpose of recruitment and selection of personnel and activation and management of internships with technical and organizational methods closely related to these purposes.

The collection of data takes place, as the case may be, by spontaneously sending to our Company by the interested party personal information and relating to their professional experience, organized in the form of a curriculum vitae (CV) through registration of the same on the website of our Company.

The sending of your CV to our Company may represent: a) a spontaneous application, b) the response to specific recruitment and selection of personnel and / or trainees published on our website or c) the response to personnel recruitment initiatives carried out by third parties independently, in the latter case the data are collected by us from these third companies to which our Company indicates in advance the needs for personnel recruitment.

Please do not include in your CV any data that is not relevant to your job search/offer.

2) Your consent to the processing of personal data contained in the CV sent to the Company is not normally required and therefore, the Company has the right to process the data of the curriculum even in the absence of an express prior consent of the person concerned. As an exception to the above general principle, only in the event that the Company first receiving the curriculum also intends to communicate the curriculum to third parties outside the Group to which it belongs (e.g. consultants, etc.), the Company must first obtain the candidate's consent to such communication and related further processing.

Furthermore, in the event that data are provided spontaneously by the data subject, i.e. not in response to a specific advertisement, the data subject must give his/her explicit consent to the processing of the data only if special categories of personal data are provided (e.g. data concerning health) or if the data subject wishes the CV to be considered also in the context of subsequent selections, communicating the following: *"Having regard to the Privacy Policy on your company's website, "Careers" section, I consent to the processing of my personal data."*

In the event that the personal data are provided by the interested party indicating the reference to a specific announcement of personnel search, our Company will process them with specific reference limited to that announcement of personnel search, while the processing of the same data in the context of subsequent selections of personnel, will be realized by our Company only with the explicit consent of the interested party who must include the following sentence *"I authorize your Company to keep my CV in evidence for any future opportunities"*.

3) Providing special categories of personal data (i.e. data revealing racial or ethnic origin, religious, philosophical or other beliefs, membership of religious or philosophical associations, political opinions, membership of parties, trade unions, associations or organizations of a political or trade union nature, or the state of health) through the CV is always optional - nor solicited by us - except to ascertain the candidate's membership of any protected categories: therefore, if you do not communicate them to us there will be no consequence. Any special categories of personal data you provide us, spontaneously, if not relevant, will be deleted by us from the CV, while if relevant they are processed only for the assessment of your professional skills and aptitudes, for the purpose of any establishment of a business relationship or similar with our Company.

Under the terms of L. 276/2003 (Biagi Law) we are prohibited from making any pre-selection of workers, even with their consent, on the basis of personal convictions, trade union or political affiliation, religious belief, sex, sexual orientation, marital or family status or pregnancy, age, disability, race, ethnic origin, color, ancestry, national origin, language group, state of health and any dispute with previous employers, unless these are characteristics which affect the way in which the work is carried out or which constitute an essential and

determining requirement for the performance of the work. Therefore, in the case of data revealing the state of health of the family members or yours cohabitants, the treatment will be aimed only at the recognition of a specific benefit in favor of the candidate, in particular for the purpose of a compulsory hiring or recognition of a title resulting from disability, infirmity, war events or reasons of service.

The processing and communication to other companies in our group, for the purposes indicated, of personal data spontaneously provided to us by you, may be carried out by our Company even without your consent.

However, you are free to revoke your previous consent to the processing at any time, but that will make impossible for our Company to evaluate your CV.

4) The legal basis for the processing is Article 6, letter a), of the GDPR EU Regulation no. 679/2016 (the person concerned has given his free and informed consent to the processing and has not subsequently revoked it; this basis, in particular, is the only one possible with regard to any special categories of personal data contained in the CV communicated to our Company, such as, for example, belonging to any categories cd. (it is necessary for the pursuit of a legitimate interest of the data controller - considered by our Company as prevailing over the interests or fundamental rights and freedoms of the person concerned - to be able to assess the compatibility and relevance of the candidate's profile to business needs and to organize the related selection processes.

5) CVs kept shall be protected in visible files kept during working hours and locked after working hours. They are accessible only by personnel previously authorized in writing by our Company and provided with a password. Your data will never be disclosed.

Personal data are usually kept for 24 months, solely for the purpose of rationalising our further staff selection and training procedures.

The personal data processed for IT security purposes (e.g. logs created by the online systems through which the candidate has sent his application to our Company), will be kept for sufficient time to exhaust the security checks and evaluate the results and implement any technical measures to correct possible problems (usually 1 year from the date of collection).

6) The data may be communicated to training bodies and personnel selection companies, employment consultants, tax and legal advisors, funding bodies for training initiatives, personnel supply companies, managers of websites and web portals for the search and selection of personnel, who assume the role of data processors or independent controllers for the same purposes. In the case of external data processors, we shall first oblige the third party receiving the data to notify us of any further third parties to whom the data is disclosed and authorise such further disclosure, and shall also ensure that the processing of the data complies with the requirements of the data protection act. A list of the external managers may be made available on written request of the person concerned.

7) With regard to personal data, the S.V. may exercise the following rights: - ask the Data Controller to confirm whether or not personal data concerning him are being processed and, if so, to obtain access to the personal data and the following information: (a) the purposes of the processing; (b) the categories of personal data concerned; (c) the recipients or categories of recipients to whom the personal data have been or will be disclosed, in particular where they are recipients from third countries or international organisations; (d) where possible, the intended retention period for the personal data or, where that is not possible, the criteria used to determine that period; (e) the existence of the right of the data subject to request the data controller to correct or erase the personal data or to restrict the processing of personal data concerning him or to object to their processing; (h) the existence of an automated decision-making process, including profiling and, at least in such cases, meaningful information on the logic used, and the importance of and expected consequences for the data subject of such processing.

- if personal data are transferred to a third country or an international organisation, the data subject shall have the right to be informed of the existence of appropriate safeguards relating to the transfer;

- request, and obtain without undue delay, the rectification of inaccurate data; taking into account the purposes of the processing, the integration of incomplete personal data, including by providing a supplementary statement;

- request the deletion of data if (a) the personal data are no longer necessary in relation to the purposes for which they were collected or otherwise processed; (b) the data subject withdraws the consent on which the processing is based and there is no other legal basis for the processing; (c) the data subject objects to the processing, and there is no overriding legitimate reason for processing; (d) the personal data have been processed unlawfully; (e) the personal data must be deleted in order to fulfil a legal obligation under Union or Member State law to which the data controller is subject;

- request the limitation of the processing of the data if one of the following situations applies: (b) the processing is unlawful and the data subject objects to the deletion of the personal data and requests instead that their use shall be limited; (d) the data subject has objected to the processing carried out for direct marketing purposes, pending verification as to whether the legitimate reasons of the data controller take precedence over those of the data subject.;

- to obtain from the data controller, on request, the communication of the third parties to whom the personal data have been transmitted;

- revoke at any time the consent to the processing if previously communicated for one or more specific purposes of their personal data, it being understood that this will not affect the lawfulness of the processing based on the consent given before the revocation.

In particular, to revoke the consent previously given to our Company i) the interested party may send a specific request in one of the following ways: i) following the cancellation instructions indicated at the bottom of each e-mail message, or ii) sending an e-mail: privacy@dainese.com containing the request.

- to receive in a structured format, commonly used and readable by automatic means, the personal data concerning the data subject provided by them to the Controller and, if technically feasible, to have such data transmitted directly to another controller without hindrance by the Controller to whom they were provided, if the following (cumulative) condition is met: (a) processing is based on the data subject's consent for one or more specific purposes, or on a contract to which the data subject is a party and to the performance of which processing is necessary; and (b) processing is carried out by automated means (software) (overall right to c.d "portability"). The exercise of the so-called right to portability is without prejudice to the right to cancellation provided for above; - the data subject shall have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning him or her or which significantly affects him or her in a similar manner.

- the person concerned may at any time also lodge a complaint with the competent supervisory authority on the basis of the GDPR.

8) The holder of your personal data is DAINESE S.p.A. with registered office in Via dell'Artigianato n. 35 - 36060 - Molvena (VI) - Italy, Tax code and VAT number 03924090248.

If you would like to receive more information on how Dainese processes Personal Data, please visit the website www.dainese.com or write to: privacy@dainese.com or at the address of DAINESE's registered office.