



Info note on personal data protection (Candidates for recruitment)

1. Data Controller

The Data Controller is Banca UBAE SpA (the “Bank” or “Controller”), headquartered in via Quintino Sella, 2 – 00187 Roma. The Controller can be contacted at the aforesaid address or at the following email address: dpo@ubae.it

2. Which data are processed

For the purposes stated in this document we can process personal identification and contact data as well as data relating to family situation, qualifications and education, previous occupations, remuneration, indication of protected category, content in the presentation of your application and in the curriculum vitae as well as acquired during the orientation and evaluation interview. These data are provided directly by you or come from third parties as in the case of certifications issued by professional associations.

3. Ways of processing

We will process your personal data in compliance with EU Regulation 2016/679 (hereinafter GDPR¹) and the L.D. No. 196/2003 and subsequent amendments and integrations manually (processing of acts and paper documents), automatically and logically strictly connected to the purposes. The processing is protected by adequate security measures. The Bank does not use decision-making processes based and does not disclose personal data nor sends them abroad.

4. Aims and legal basis of the processing

Personal data will be processed exclusively for the purposes related to the selection of personnel for our Bank. Implementation of pre-contractual measures adopted on the basis of a request [art. 6 paragraph 1 letter b) of the GDPR] provides the legal basis for the treatments.

In the curriculum vitae or during the interview, some data belonging to certain categories could be evidenced, therefore acquired, (such as racial or ethnic origins, health, the belonging to protected categories) necessary for the starting of a labour relation. The juridical basis and the fulfilment of law obligations, regulations, contracts also labour agreements. The acquisition of data is necessary for the assessment of your application.

5. Subjects to whom your data can be disclosed and that can get to know them.

In order to pursue the purposes set out in paragraph 4 above, your personal data may be known by our employees and collaborators authorized and in charge of processing. Furthermore, the Bank needs to communicate personal data to subjects (recipients) belonging to the following categories:

- ✓ Personnel recruitment companies
- ✓ Companies managing networks and IT systems (*outsourcers*)
- ✓ professionals

The list of such subject is constantly updated and can be requested to the aforesaid contacts.

6. Data storage

Data are stored for the period necessary for the selection process and, in case of negative result, they will be kept for further selection needs of the Bank. The data are however canceled after a period of 1 year.

7. Rights of the data subject

You have the right, at any time, to obtain confirmation that personal data processing is in progress or not, to access such data and to know their content and origin, verify the accuracy or request the data integration or updating, or correction. In addition, you have the right to request the deletion, limitation of processing, data portability and to file a complaint with the Supervisory Authority and to oppose in any case, for legitimate reasons, the processing of data. The aforesaid rights can be exerted for the aforesaid purposes.

¹ General Data Protection Regulation