

PRIVACY POLICY

CANDIDATES

In accordance with the provisions of the General Data Protection Regulation No. 679/2016 ('GDPR') and applicable national legislation (together, the 'Privacy Policy')

Autogrill Italia S.p.A. (hereinafter 'Autogrill'), Company belonging to Avolta Group, in its capacity of Data Controller with registered office in Novara, Via Greppi 2, informs you that it will process the personal data concerning you contained in your curriculum vitae and other information also provided through the website www.autogrill.it as well as the data provided by you or by third parties, if authorized (e.g. recruiting companies) during the selection process.

PURPOSE OF PERSONAL DATA TREATMENT

Your personal data will be collected, processed and used for the following purposes:

- personnel selection,
- to exercise or defend a right in court, and
- to comply with the provisions of laws, regulations and European legislation.

It is understood that if you provide personal data relating to third parties, e.g. references of previous employers, you undertake to ensure that such communication of data and the processing of such data by the Company complies with the applicable legislation. Therefore, you may provide such data only after having informed such third parties and having obtained their consent, if required by the Privacy Law; furthermore, you authorise us to contact such third parties to carry out checks on the information received and for the same purpose you authorise such third parties to provide us with the information requested.

PERSONAL DATA TREATMENT LEGAL BASES

Autogrill will effect the processing of your personal data on the following legal bases:

- legitimate interest of the Company
- consent, where required by applicable legislation
- compliance with legal obligations, particularly in the area of labour law.

NATURE OF THE PROCESSING AND CONSEQUENCES IN CASE OF REFUSAL

Providing your personal data is necessary for purposes related to the selection of personnel and compliance with applicable legislation; your refusal will prevent us from continuing with the selection process in your regard.

DATA PROCESSING METHODS AND STORAGE PERIOD

Your personal data will be processed using electronic or paper-based instruments at Autogrill's offices for a maximum period of 12 months from the date of registration in Autogrill's database. If your personal data is provided in relation to a specific selection activity or for a specific geographic area, it may also be processed for other selection activities or for geographic areas other than those indicated only with your prior consent; if you refuse your consent, the data will be used only in relation to the specific search for which you have applied.

If you believe that the purpose of Autogrill's processing of your personal data has ceased, because it is no longer necessary, please notify Autogrill so that we can promptly delete your data.

Autogrill will process your personal data in accordance with the logic and procedures functional to the purposes set out above and in compliance with the Privacy Policy, including matters relating to the security and confidentiality of information. As part of the selection process Autogrill may check the information you provide regarding, for example, your academic qualifications, professional qualifications and previous employers. Autogrill may contact your previous employer only if your employment relationship has ended or before such termination only with your express permission. Verification activities are conducted in accordance with applicable privacy laws and only if strictly necessary for the selection process. Only authorised personnel may access your data, if necessary

TRANSFER OF PERSONAL DATA

Autogrill may disclose your personal data to professionals, consultants, also in aggregate form, any third party suppliers of technical and functional services for the above purposes, other parent companies, subsidiaries or in any case belonging to Avolta Group. Due to the multinational nature of the Avolta Group, some of the recipient companies and other companies in the Group may be based abroad, even outside the European Union, in countries that do not guarantee a level of protection of personal data equivalent to that provided for by the Privacy Regulations. Autogrill will take all necessary measures to ensure that the transfer of data outside the EU is adequately protected in accordance with applicable data protection legislation, in compliance with current international regulations and agreements, and will adopt appropriate measures for the lawful transfer of data (e.g. by implementing Standard Contractual Clauses approved by the European Commission).

NATURE OF PERSONAL DATA TREATMENT

Autogrill collects, processes and uses the following categories of personal data about you: (i) identification data, such as your name, citizenship, passport, date of birth and health insurance code; (ii) contact data, such as your work and residential address, telephone number, email address and emergency contact details; (iii) information about your previous work experience, such as your job title, position, assigned tasks and projects, and date of commencement and end of employment; (iv) data collected through photos and/or videos and through the performance of various types of tests

Autogrill processes your personal data and any sensitive and judicial data, for example criminal records and certificates of pending charges, only where required by laws, regulations, collective agreements and European legislation (e.g. sensitive data relating to protected categories, judicial data required by collective labour agreements). Other sensitive and judicial data not required for the selection process that may be contained in your curriculum vitae or otherwise provided by you or by third parties will be promptly deleted and not further processed.

YOUR RIGHTS

You may contact the Data Controller at the addresses indicated in the following paragraph in order to exercise at any time the rights set forth in Art. 15 ff. of the GDPR, such as obtaining confirmation of the existence or non-existence of personal data concerning you, verifying their content, origin, accuracy, requesting their integration, updating, modification, deletion, transformation into anonymous form, requesting data portability, as well as restricting or opposing their processing for legitimate reasons. You also have the right to lodge a complaint with the competent national supervisory authority.

DATA CONTROLLER

The Data Controller is Autogrill Italia SpA. If you have any questions about this Statement or wish to exercise your privacy rights, please contact the Data Protection Officer (DPO) at the following address: **dpo@autogrill.net**.

Autogrill may update this Statement in accordance with applicable law (e.g., if new systems or processes involving the use of personal information are implemented) and we will notify you accordingly.

I have read and become aware of the above information notice:

1) I consent to the processing of my personal data for the purpose of recruitment in connection with selection procedures or with reference to geographical areas other than those specified in my application.