

INFORMATION FOR JOB CANDIDATES
pursuant to EU / 2016/679 and d. lgs. 196/2003 as amended by d. lgs. 101/

Data controller: the ownership of the data processing, subject of this information, is the responsibility of: React4life, with registered office in Genoa, Via Fiasella, 1/11 - CAP 16121 - P.I. 02436280990, e-mail: privacy@react4life.com, e-mail: info@react4life.com, PEC: react4life@pec.it; phone: 010-980110; in the person of the legal representative: Dott.ssa Silvia Scaglione, e-mail: s.scaglione@react4life.com
React4life conducts personnel selection processes pursuing equality between workers and men and not discriminating against candidates of one or other sex, in compliance with laws 903/77 and 125/91.
React4life confirms to all interested parties that it will treat the data freely transmitted, sensitive and otherwise, exclusively for the purpose of managing the recruitment, selection and evaluation of personnel in compliance with the maximum confidentiality, with care and diligence, according to the provisions of the regulations in protection of personal data.

Categories of data and processing: The processing of candidates' data to work for React4life is carried out by sending them to the Owner in self-nomination by the interested candidates, by mail, by hand, by e-mail, or through other subjects, such as for example temporary employment agencies, employment centers, etc. of information relating to one's professional experience, organized in the form of a curriculum vitae in order to find employment within the structure of the holding company. This application can be made through:

- spontaneous application;
- response to specific announcements of search and selection of personnel published by the Owner or by temporary employment agencies, or employment offices, in newspapers, periodicals, local, national or foreign;
- in response to any research and personnel selection initiatives displayed on the company website.

The processing only concerns personal data strictly relevant to the obligations, tasks and purposes related to the search for personnel.

Therefore, the interested party cannot provide suitable data to reveal particular categories of data (sensitive and supersensitive), such as data suitable to reveal political, philosophical or religious convictions, membership of trade unions or political parties, health status and sexual sight, genetic data or biometrics, unless this is strictly aimed at finding a job (eg belonging to protected categories for recruitment purposes).

Purpose of processing: the processing of personal data seen above is aimed at conducting research, selection and evaluation of personnel, for their own organizational structure.

The legal basis is to be found in the need to execute a contract or to carry out pre-contractual activities of which the interested party is a party.

Nature of data provision and consequences of refusal: the provision of personal data by candidates is optional. Any failure to provide data only makes it impossible for the Data Controller to carry out personnel selection and assessment activities.

Data communication: the data contained in the CVs are not communicated to third parties, while within the corporate structure they are seen from the HR area, from the accounting and from the Management. Your data will be stored at our headquarters and will be communicated exclusively to the competent subjects for the performance of the services necessary for a correct management of the relationship, with guarantee of protection of the rights of the interested party.

Dissemination: Your personal data will not be disclosed in any way.

Non-EU transfer: Your data will not be disclosed to be processed in third countries.

Storage and destruction times: your data will be processed for 12 months, after which the data will be destroyed with safe destruction methods (overwriting, wiping, document shredders).

Rights of the subject to whom the data relate:

The parties to whom the personal data processed by the Data Controller refer have the right at any time to exercise their rights under EU / 2016/679. Requests should be addressed to: React4life, with registered office in Genoa, Via Fiasella, 1/11, CAP 16121 or by e-mail: privacy@react4life.com, or info@react4life.com, telephone: 010-980110.

In particular, the interested party has the right to obtain from the data controller:

1. confirmation that personal data concerning him is being processed and in this case, to gain access to personal data and related information (Article 15);
2. the Correction and deletion of data (articles 16 and 17);
3. limitation of data (art. 18);
4. certification that the operations referred to in points 2) and 3) above have been brought to the attention of those to whom the data have been communicated, provided that this is not impossible or involves a disproportionate use of resources (art. 19);
5. Right to data portability (Article 20);
6. Right of opposition (art. 21);
7. The right to object to automated decision-making relating to natural persons, including profiling (Article 22);
8. The interested party has the right to withdraw his consent at any time (Article 7);
9. The User, without prejudice to any other administrative or judicial action, also has the right to lodge a complaint with the supervisory authority responsible for the protection of personal data for any violation he believes he has suffered and that for Italy is the Guarantor for the protection of personal data. The complaint can be submitted via e-mail, to the address: garante@gpdp.it, by fax: 06 696773785, or by mail, to the Guarantor for the protection of personal data, which is based in Rome (Italy), Piazza Venezia n. 11 - Cap 00187. Please note that React4life will respond to requests within one month, except in particularly complex cases, so it could take up to 3 months. In any case, it will explain the reason for the waiting within one month of the request.

The outcome will be provided in writing or electronically. In the event that rectification, cancellation or limitation of processing is requested, we undertake to communicate the results of the requests to each of the data recipients, unless this proves impossible or involves a disproportionate effort. Withdrawal of consent does not affect the lawfulness of processing based on consent prior to revocation.

In addition, React4life asks interested parties to keep the data provided up to date. You can correct all data provided by contacting React4life by e-mail at privacy@react4life.com.

The interested party declares and guarantees that all data provided is correct and truthful, and that they do not refer to any other person.

If you previously consented to any marketing communication from React4life or if you signed up for a newsletter, you can unsubscribe by clicking on the relevant link available in each communication and newsletter sent by React4life.

If you wish to refuse the receipt of cookies or the use of other tracking technologies on the website, please read the cookie policies available on our website.

Should the interested party withdraw his consent or request the limitation of data, React4life will no longer use or process such data, which will be stored to respond to any legal requests or by competent authorities.

React4life reserves the right to keep an archive of such information for an economically reasonable period, in order to guarantee that their cancellation does not compromise the integrity of the data; React4life also reserves the right to keep an anonymous version of such data.

Automated decision making processes: the Owner does not make use of automated decision-making processes, including profiling, understood by Reg. 2016/679 / EU as any form of automated processing of personal data consisting in the use of such personal data to evaluate certain personal aspects relating to a person physical, in particular to analyze or foresee aspects concerning professional performance, economic situation, health, personal preferences, interests, reliability, behavior, location or movements of said natural person. These types of processing, if carried out, are performed with human and non-automated decision-making processes

Genoa, 15/01/2024