

Privacy Notice

Employee Recruitment

Pursuant to art. 13 of EU Regulation 679/2016 (GDPR)

This privacy notice has the purpose of describing the treatment of personal data effected by Samer & Co. Shipping S.p.a. (hereinafter also the "Company") for the handling and coordination of company employee recruitment.

1. Data Controller

Samer & Co. Shipping S.p.a., with registered office at Piazza dell'Unità d'Italia 7, Trieste 34121 (TS).

Telephone: +39 040 6702711

Fax: +39 040 67027300

E-mail: privacy@samer.com

2. Type of data treated

Data supplied by the candidate: Samer & Co. Shipping S.p.a. can collect data referred in the contact of recruitment of personnel for any vacant job positions. The personal data consists in the information contained in the CV such as, for example but not only, name and surname, addresses, e-mail, telephone numbers, professional qualifications, studies, professional training, titles, photographs, etc.

The above information can be collected and handled both in case of voluntary transmission or delivery of a CV to the addresses of the Company, both in cases of recruitment promoted directly by the Company on their web site or elsewhere.

3. Purposes and juridical basis for treatment

Personal data is treated by the Company in virtue of the following juridical basis and purposes:

Purpose	Further information	Juridical basis
1. Evaluating voluntary candidatures received by the Company or those directly requested by Samer & Col. Shipping S.p.a. for open job positions and procedures for personnel recruitment	The Company uses the information contained in curricula, such as contact information, work experience, study degrees, qualifications, etc. To evaluate the candidatures present in light of the job requirements of Samer & Co. Shipping S.p.a., to organise job interviews, evaluate candidates and subsequently proceed to hiring of personnel.	Execution of pre-contractual measures adopted upon request of the client. Consent of the interested party expressed in voluntary transmission of a CV.

<p>2. Support to other companies of the Samer Group for personnel recruitment</p>	<p>The Company can receive curricula from other companies of the Samer Group which have recruitment in course for vacant positions and for which Samer & Co. Shipping supplies a personnel administration service.</p> <p>The curricula received are reviewed to the sole purpose of giving support to companies of the Samer Group interested in recruitment of competent personnel.</p>	
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4. Faculty to supplying data

The client is free to decide whether or not to supply personal data. Failure to supply the information requested may entail only the impossibility for the Company to implement to recruitment of the party.

5. Recipients of data

Samer & Co. Shipping S.p.a. uses product and services suppliers whose personal data can be communicated in the context of the supply relationship, such as:

- a) Professional services providers, such as commercial consultants, lawyers, labour consultants;
- b) IT service providers, such as system administrators, software, network and e-mail service providers, web hosting and web site designers;
- c) Italian, European or foreign public Authorities on the basis of applicable legislation, if needed according to law or by order of the Authorities.

It is understood that the personal data will be used to the sole purpose indicated in this Notice and can be communicated to third parties only should this become necessary to the purpose of achieving the purpose for which they were collected. Aside from these cases, personal data will not be communicated save for specific obligations of law or with specific consent of the party.

6. Data retention time

The company will retain the data for the period of time needed to achieve the above indicated purposes or, alternatively, in reason of the obligations of law to which it is subjected.

In particular:

PURPOSE	RETENTION TIME
Samer & Co. Shipping S.p.a. personnel recruitment	<p>The curricula deemed not pertinent to the recruitment in course are eliminated immediately.</p> <p>The curricula deemed pertinent to the recruitment in course are retained for a maximum period of 6 months.</p>

	In case of actual hiring the curricula, together with further documents pertinent to the employment relationship, are retained for the entire duration of the relationship with Samer & Co. Shipping S.p.a.
Recruitment of personnel for companies of the Samer Group	<p>The curricula deemed not pertinent to the recruitment in course are eliminated immediately.</p> <p>The curricula deemed pertinent to the recruitment in course are retained for a maximum period of 6 months.</p> <p>In case of actual hiring the curricula, together with further documents pertinent to the employment relationship, are retained for the entire duration of the relationship with the interested company of the Samer Group</p>

7. Rights of the interested parties

In relation to the personal information which Samer & Co. Shipping S.p.a. collects and treats, the Company guarantees the following rights:

- Withdrawal of consent: this allows to obtain interruption of treatment of data when same has been consented, except in case there are further or valid juridical basis for which the Company can continue to treat the data even in the absence of consent;
- Access: this allows to obtain confirmation or not of the existence of a treatment in course of personal data retained by the Company and, if the case, to access said data and all relative information;
- Amendment: allows to obtain amendment of inexact personal data without unjustifiable delay and, considering the purpose of treatment, to obtain integration of incomplete personal data;
- Cancellation: allows to obtain cancellation of data without unjustifiable delay (for example, when personal data are no longer necessary to the purpose for which they were collected), save for the exceptions provided for by applicable regulations (for example, when retention of data is needed to comply with obligations of law applied to the Company);
- Portability: allows, in certain circumstances provided for by applicable regulations, to receive in a structured format, of common use and legible by automatic devices, the personal data supplied to the company;
- Limitation: allows, in certain circumstances provided for by applicable regulations, to obtain a limitation to the treatment of personal data. In these cases, the Company can continue to treat the data only in some cases, for example in the exercise of rights or defence or to protect the rights of other physical or judicial persons;

- Opposition: allows, in certain circumstances provided for by applicable regulations, to object to the treatment of personal data unless there are prevailing legitimate reasons, rights or liberties which allow the Company to continue in the treatment.

Furthermore, at any time it is possible to file a complaint with the Guarantor for the protection of personal data.