

Privacy Policy

This information is provided pursuant to EU Regulation 2016/679 of the European Parliament and of the Council of 04.27.2016 relating to the protection of natural persons with regard to the processing of personal data, as well as the free circulation of such data (so-called "General Regulation on processing of personal data" or "GDPR") and of Legislative Decree 06.30.2003, n. 196, as amended and integrated by Legislative Decree 10.08.2018, n. 101 ("Code regarding personal data" or "Privacy Code") by the Data Controller, i.e. the person who determines the purposes and means of the processing of personal data.

Data Controller

Rana Diving S.p.A., with registered office in **Via del Trabaccolo 16, 48122 Ravenna (RA)**, tax code and VAT number **01447510395**, in the person of the legal representative *pro tempore*, in the capacity of Data Controller (hereinafter "**Data Controller**").

The Data Controller, recognizing the importance of guaranteeing the security of private information, provides the information necessary to make the user (hereinafter "**Interested party**") aware of the characteristics and methods of processing of his personal data

1. Object of the treatment

The personal data of the interested party collected during the use of the website, as well as during the use of the functions and services of the same website, or acquired through the receipt of curriculum vitae (CV) as part of an application may be processed. Spontaneously or an application for open positions, also by uploading your CV using the registration form in the "Work with us" section of the website.

In particular, the Data Controller can negotiate:

- personal data whose transmission is related to the use of Internet communication protocols (navigation data, such as page accesses, quantity of data transferred, status message upon access, session ID numbers, IP addresses, addresses URL, location data, display language, coordinated universal time, etc.);
- common personal data (e.g. personal data, such as name and surname; contact data, such as e-mail address) and other information of a personal nature (e.g. curricular data, such as information relating to qualifications, professional experience, to the skills, abilities and competences essential to fill a job role, etc.), provided by the interested party or, in any case, acquired by the Data Controller.

It is not necessary for the interested party to provide particular personal data (e.g. data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data intended to uniquely identify a natural person, data relating to the person's health or sexual life or sexual orientation), in the context of a spontaneous application or an application for open positions. It is therefore recommended not to provide (and not to indicate in the CV) any particular personal data. If the candidate belongs to protected categories, please report only this membership; any specification will be made in the appropriate place.

2. Purposes of the processing

The personal data of the interested party collected during the use of the website, as well as during the use of the functions and services of the same website, may be processed for the following purposes:

- **purpose related to the provision of the web pages, functions and services of the website:** processing of personal data (browsing data), necessary to allow the provision of the web pages, functions and services of the website, as well as to obtain statistical information on the use of web pages and to check their correct functioning;
- **purpose related to responding to reports, questions or request from the User:** processing of personal data (e.g. personal data, such as name and surname; contact data, such as e-mail address and telephone number), necessary to respond to reports, questions and/or request from User;
- **purpose related to the conduct of personnel research, selection and evaluation activities:** processing of personal data, such as name and surname; contact data, such as e-mail address and telephone number; other curricular data), necessary to allow research, selection and evaluation of personnel;
- **purpose related to the protection of rights and the management of the security of the web service:** the processing of the User's personal data necessary for the protection of the rights, including in litigation, of the Owner, as well as to allow the management of the security of the web service.

3. Legal bases of the processing

The legal bases that justify the processing of the personal data of the interested party collected during the use of the website, as well as during the use of the functions and services of the same website, are:

- **purpose related to the provision of the web pages, functions and services of the website:** the execution of a contract of which the interested party is a party or the execution of pre-contractual measures adopted at the request of the interested party pursuant to art. 6, par. 1, letter. B, GDPR (choice of the interested party to use and enjoy the features and services of the website);
- **purpose related to responding to reports, questions or request from User:** the execution of a contract of which the interested party is a party or the execution of pre-contractual measures adopted at the request of the interested party pursuant to art. 6, par. 1, letter. B, GDPR (choice of the interested party to send reports, questions or request to the Data Controller
- **purpose related to the conduct of personnel research, selection and evaluation activities:** the execution of a contract of which the interested party is a party or the execution of pre-contractual measures adopted at request of the interested party pursuant to art. 6, par. 1, letter. B, GDPR and art. 11-bis Privacy Code (choice of the interested party to spontaneously propose his candidacy to the Data Controller);
- **purpose related to the protection of rights and the management of the security of the web service:** the pursuit of the legitimate interest of the Data Controller pursuant to art. 6, par. 1, letter. F, GDPR (protection of rights of web service security).

4. Nature of the data provision

The provision of the personal data processed is:

- **purpose related to the provision of the web pages, functions and services of the website:** necessary to allow the provision of the web pages, functions and services of the website. Personal data is automatically acquired during the web browsing of the interested party by the IT systems and software procedures used to operate the website;

- **purpose related to responding to reports, questions or request from the User:** necessary to allow us to respond to reports, questions or requests from the interested party; failure to provide data, therefore, may make it impossible for the User to receive responses to reports, questions and/or requests sent to the Owner
- **purpose related to the conduct of personnel research, selection and evaluation activities:** optional and it is up to the person to present their candidacy; however, failure to provide it could therefore prevent the continuation of the personnel selection and evaluation process.
- **purpose related to the protection of rights and the management of the security of the web service:** due to the exercise of the legitimate interest of the Owner to be able to protect his rights, even in litigation, as well as to be able to allow the management of the security of the web service

5. Data retention period

The personal data of the interested party will be stored:

- **purpose related to the provision of the web pages, functions and services of the website:** in compliance with the provisions of the law, for a period not exceeding that necessary to pursue this purpose. As a rule, personal data is kept for a few days, except for any extensions connected to specific requests, for example by the judicial authority or other public authorities;
- **purpose related to responding to reports, questions or request from the User:** in compliance with the provisions of the law, for a period not exceeding that necessary to pursue this purpose. As a rule, personal data are stored, depending on the subject and type of messages, for the time necessary to respond to requests, reports, questions and/or requests from the interested party;
- **purpose related to the conduct of personnel research, selection and evaluation activities:** in compliance with the provisions of the law, for a period not exceeding that necessary to pursue this purpose. As a rule, personal data is stored for a period not exceeding 12 months from receipt of the application
- **purposes related to the protection of rights and the management of the security of the web service:** in compliance with the provisions of the law, for a period not exceeding that necessary to pursue this purpose

Upon expiry of the respective retention periods, the personal data of the interested party will be deleted, or anonymized in an irreversible manner.

6. Access, communication and dissemination of data

Personal data may be made accessible to workers or collaborators, expressly instructed and authorized for processing, who work employed or under the direct authority of the Data Controller. Personal data may also be processed by third parties who carry out activities on behalf of the Data Controller (and to workers or collaborators, expressly instructed and authorized to process, who operate employed or under the direct authority of the same third parties), who demonstrate to have adopted technical and organizational measures capable of guaranteeing data security. Adequate operating instructions are provided to these third parties, expressly designated as Data Processors. The processed personal data cannot be communicated to other specific subjects, except in cases provided by law, such as for example to judicial authorities or other public authorities. The processed data cannot be disclosed to undetermined subjects.



7. Data transfer

Personal data is stored in Italy or, in any case, within the European Union and the European Economic Area.

Any transfer to third countries, not belonging to the European Union or the European Economic Area, can only take place in those countries that guarantee an adequate level of protection of personal data, using methods compliant with the legislation on the protection of personal data.

8. Rights of the interested party

Pursuant to the articles 15 et seq. GDPR, the interested party has the right to:

- obtain confirmation from the Data Controller as to whether or not personal data concerning him or her are being processed and, in this case, access to personal data and other related information, including receiving a copy (right of access);
- obtain from the Data Controller the rectification of inaccurate personal data and/or the integration of incomplete personal data concerning him (right of rectification);
- in the foreseen cases, obtain from the Data Controller the cancellation of personal data (right of cancellation);
- in the foreseen cases for, obtain from the Data Controller the limitation of processing of all or part of the personal data processed by the Data Controller (right to limit processing);
- in the event that the processing is based on consent or on the execution of a contract of which the interested party is a party and is carried out automatically, request and receive from the Data Controller, in a usual electronic format, the personal data concerning him, as well as if technically feasible, transmission to another Data Controller (right of portability);
- revoke, at any time, any consent given in relation to the processing of personal data (right to withdraw consent);
- in the cases provided for, object, in whole or in part, to the processing of personal data (right to object);
- in the foreseen cases, not be subjected to a decision based solely on automated processing.

If the interested party believes that the data processing is in violation of the legislation on the protection of personal data, he has the right to lodge a complaint with the Italian Data Protection Authority (Garante Privacy) for the protection of personal data or, in the foreseen cases, to take action in the appropriate judicial offices.

9. Modalities of exercise of rights

The interested party may exercise his rights at any time by contacting the Data Controller:

Rana Diving S.p.A.
Via del Trabaccolo, 16,
48122 Ravenna (RA)

10. Data Protection Officer

The interested party may also exercise his rights by contacting, at any time, the Data Protection Officer (DPO), at the following email address: studiobarbieri@mywaysec.com

Data Controller

Rana Diving S.p.A.

RANA DIVING S.p.A.

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