

## POLICY UNDER THE RULE (UE) 2016/679 (“GDPR”)

This information is provided pursuant to:

- Art. 13 of the GDPR, if you have sent your CV to our company, in paper or electronic format, in the form of a spontaneous application or for participation in a specific selection process for a job position.
- Art. 14 of the GDPR, if your personal data has come to our Company through a company specialized in the search and selection of personnel to whom you have provided them to apply for a job position.

### HOLDER OF THE PROCESSING

The holder of the processing is TANKOA YACHTS S.P.A. VIA CIBRARIO LUIGI 1H NERO – 16154 - GENOVA - VAT IT03538070107 – F.C. 00214830788 (even Tankoa or Company here in after) that you can contact via the stated address or via the email address [privacy@tankoa.com](mailto:privacy@tankoa.com) .

### PURPOSES OF THE PROCESSING

The Company will process the data you have communicated for the evaluation of your candidacy for the purpose of a possible establishment of an employment relationship with the Company (GDPR, article 6, paragraph 1, letter b).

We also inform you that, as part of the selection process, your data may be brought to the attention of other companies operating within the TANKOA shipyards (partner company). This treatment is necessary for the pursuit of TANKOA's legitimate interest, for the assessment of which TANKOA's organizational needs have been taken into consideration, respect for TANKOA's internal processes, its interest in submitting the application for employment purposes as well as the your right to the protection of personal data (GDPR, article 6, paragraph 1, letter f).

### ORIGIN OF YOUR DATA

The personal data being processed includes the information entered in your CV as well as those that will emerge during the selection phase. We ask you not to insert in the CV particular categories of data (personal information relating to racial or ethnic origin, political opinions, religious or philosophical beliefs, union membership, health, sexual life or sexual orientation, genetic or biometric data) unless the communication of these categories of data, justified by specific and legitimate purposes, is explicitly required by the selection requirements, is justified and necessary for the possible establishment of the employment relationship (e.g. protected categories) , is provided for by a legal obligation or concerns personal data that you have made publicly public; in all other cases, any CV containing such information will be immediately destroyed.

### COMPULSORY DATA

The failure, partial or incorrect provision of the requested data, necessary for the pursuit of the purposes illustrated in the specific section of this information, makes it impossible to carry out the selection process.

### RECIPIENT OF THE PERSONAL DATA AND PLACE OF DATA PROCESSING

Your data may also be processed by partner companies by Partner Companies in countries of the European common area or countries in which the transfer is authorized by European Union agreements; with your data, suppliers who perform support services for their IT systems may also come into contact.

### STORAGE PERIOD OF YOUR DATA

The CVs are kept by the Company for 36 months after they are sent; in the event that you are contacted to participate in a selection process, your data is kept for 36 months following the selection process.

### YOUR RIGHTS

You have the right to request and to receive, at any time, information regarding your personal data processed by the Company or to request its correction. Where applicable, you have the right to request cancellation, to limit its processing and to receive, in a structured format, commonly used and readable by automatic device, the personal data concerning you; also has the right to object to the processing of your data, pursuant to the provisions of art. 21 GDPR, or to propose a complaint to the competent Guarantor Authority in accordance with the provisions of art. 77 GDPR.

You can direct any request regarding your rights to the addresses indicated above.

### AUTOMATED DECISION PROCESS

The Company does not carry out any automated processing of your personal data for the purpose of making decisions that concern you.

**POLICY END**