



PRIVACY POLICY

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<i>Drafted by</i>		<i>Verified and Approved by</i>	

If you are reading this policy, you have accessed our website. We provide you with this information so that you can know how we process your personal data when you browse our website or interact with us through it: for example, when you contact us, when you submit your application. In all these occasions, and not only, we process some of your personal data. We do this in accordance with EU Regulation 679/2016 (GDPR) and in accordance with the Privacy Code as amended by D.lgs. 101/2018.

**Who is the data controller?**

The data controller of the data collected through this website is Vulcaflex S.p.A., with registered office in via De Gasperi, 2, 48033 - Cotignola (RA), VAT number 00080690399, (hereinafter also called "Controller"). You can contact the Holder at the following e-mail address [privacy@vulcaflex.com](mailto:privacy@vulcaflex.com)

**Why do we process your data and when do we collect it?****NAVIGATION DATA**

The computer systems and software procedures used to operate this site acquire, in the course of their normal operation, some personal data whose transmission is implied by the use of Internet communication protocols.

This data category includes the IP addresses or domain names of computers and terminals used by users, the URI/URL addresses of requested resources, the time of the request, the method used to submit the request to the server, the size of the file obtained in response, the numerical code indicating the status of the response given by the server (good end, error, etc.) and other parameters related to the operating system and computer environment of the user.


**Can we do this without your consent?** Yes, as the data is necessary for the communication of the Internet and to enable you to use the site (art. 6, lit. f, GDPR).

**How long do we keep this data?** The navigation data does not persist for more than seven days (except for any need to establish crimes by the judicial authority).

**DATA RELATING TO COOKIES**

As the Owner, while browsing our site, we collect some of your data for the purpose of analysis and processing information, to your preferences, browsing experiences. To carry out this activity we use technologies such as cookies (own or third parties).

**Can we do this without your consent?** In part. The collection of data through the use of technical cookies, useful for the correct functionality and security of the site, is based on our legitimate interest (art. 6, lit. f, GDPR). The collection of personal data by using cookies, own and third parties, not strictly necessary only takes place with your express consent (art. 6 lett. a, GDPR). We warn you about this through a special banner that you find at the bottom of the site when you log in for the first time. Here you can choose analytically which cookies you want to install. For more information about what cookies are, their function, etc. You can read our [cookie policy](#).

**How long do we store this data?** The storage time of this data is defined in the cookie banner, choosing to display them analytically, or in the settings menu that you find at the bottom left of each page of the site search for this symbol:  .

**CONTACT US**

If you decide to contact us through the form on our website, we will process your personal data and those related to your e-mail address. We may also use your email address to send you promotional and informational communications if you decide to ask us for information about our services through the appropriate contact form. Please note that this form is exclusively dedicated to requests for information about the services we offer, therefore, we invite you not to use it for other purposes.

**Can we do this without your consent?** Yes, because we are acting on a request from you (art. 6 lit. b GDPR).

**How long do we keep this data?** We keep this data for the time necessary to process your request. Data relating to commercial communications will be retained for 36 months from the time of your last interaction with us. At any time you can still request the deletion of your data and we will immediately take action.

#### **SUBMISSION OF APPLICATIONS**

In this section you can apply for our open positions or send a spontaneous application. In this case we will process the data contained in your CV (including any more "sensitive" data that may be present in the CV such as membership of protected categories, etc.).

**Can we do this without your consent?** Yes, we may process this data to evaluate your application in the light of the General Authorization of the Garante n. 146 of 5 June 2019 and pursuant to artt. 6 lett. b), GDPR and 111-bis D.lgs. 196/03); therefore, we do not need your express consent.

**How long do we keep this data?** We process this data for 12 months from the submission of your application, in certain cases, for highly specialized positions we may keep your resume for 24 months.

#### **How do we process your data?**

The processing of your data is carried out using tools and procedures to ensure their security and confidentiality, and can be carried out either through our website or through other electronic means (for example internal management) and sometimes even with the help of paper media. In addition to the Data Controller, in some cases, other parties involved in the organization of this Website (administrative staff, sales staff, system administrators, etc.) or external parties may have access to the data (as third-party technical service providers, hosting providers, IT companies, communication agencies, data entry agencies) appointed, in the cases provided for by law, Controllers of Processing on our part. You can obtain the complete list of data processors by writing to us at [privacy@vulcaflex.com](mailto:privacy@vulcaflex.com).

#### **Where are your data?**

The processing of your personal data takes place mainly on European soil. Your browsing data (IP address), however, through the installation of cookies, may be transferred outside the European Union and in particular to the United States (by way of example and not exhaustive, Google).

#### **Who accesses your data?**

Your data may be made accessible to employees and collaborators of the Controller in their capacity as processors and/ or system administrators and/ or other subjects (as an indication: professional firms, consultants, software houses that provide us with the management, etc.) who carry out activities in outsourcing on our behalf, in their capacity as external processors of the processing.

We do not disclose your data in any way.

The recipients of the processing, on the other hand, are those who receive communications of personal data from the Controller, but that, following such communication, act as autonomous Controllers. These include the following:

- Facebook and other platforms of the Owner. When you click on the social network and platform icons, you will be redirected to pages outside of the website and agree to share some of your data with the Owners of that service. The information you share will then be governed by the privacy policies of the social network or platform that you have chosen.

#### **What are your rights?**

As an interested party, you have multiple rights. For example, the right to obtain, in the cases provided, access to your personal data and the rectification or deletion of the same or the limitation of the processing concerning them or to oppose the processing (To know what are all your rights you can consult the Regulation at art. 15 et seq.). To exercise your rights, you can write or call us at the contact details that you find at the beginning of this policy.

**Right of complaint**

If you believe that the processing in any way violates your rights, you can file a complaint with the Authority for the protection of personal data, checking the procedures on the website [www.garanteprivacy.it](http://www.garanteprivacy.it). On the following page <https://www.garanteprivacy.it/home/docweb/-/docweb-display/docweb/4535524> you can view the complaint template.

**Protection of children's privacy**

This website is intended for a general audience; however, its services are aimed at people aged 18 years and over. We do not request, collect, use or disclose personal information provided by persons under the age of 18 online. If we find that we have personally collected data from a minor, we will delete it immediately.