



# PRIVACY POLICY FOR CANDIDATES

In accordance with and for the effects of Art. 13 of European Regulation no. 2016/679 (hereafter “Regulation”), we hereby provide you with the following information on the processing of personal data that you provide to us for the assessment of your professional profile and any selection process aimed at establishing an employment or professional collaboration relationship.

## 1. Data Controller

The data controller is Juventus F.C. S.p.A. with registered office in Via Druento 175 – 10151 Turin which can be contacted at the following address [privacy@juventus.com](mailto:privacy@juventus.com) (hereafter, “Company”).

## 2. Data Processor

The data protection officer appointed by the Company can be contacted by sending a communication by email to the address [privacy@juventus.com](mailto:privacy@juventus.com). (hereafter “DPO”).

## 3. Personal Data

Personal data means any information relating to you and referable to you.

More specifically, the processing will concern the following data: name and surname, email address, and it may also concern the additional data that you indicate in your curriculum vitae (such as education history, professional experiences, personal interests, image). The processing may also concern “special” categories of data as indicated in Art. 9 of the Regulation that may be provided by you (personal data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership as well as genetic data, biometric data, data concerning health or sex life or sexual orientation). (hereafter, overall, “Data”).

## 4. Purpose of the processing

Your Data will only be processed to assess your professional profile and for any selection process aimed at establishing an employment or professional collaboration relationship.

The data subject may send the CV to Juventus by way of:

- a) spontaneous, unsolicited candidacy;
  - b) response to specific staff search and selection advertisements.
5. Legal basis of processing





The processing of your Data for the purposes indicated in point 4) has its legal basis in the execution of pre-contractual measures, in accordance with Art. 6.1 b) of the Regulation. The processing of any special categories of data provided by you has, on the other hand, its legal basis in the consent expressed by you, in accordance with Art. 9.2 a) of the Regulation.

#### **6. Nature of provision of Data**

The provision of your Data is a necessary requirement to allow for the assessment of your professional profile and for any selection process aimed at establishing an employment or professional collaboration relationship.

Any lack of provision of your Data, even partial, involves the objective impossibility of carrying out the activities indicated above.

#### **7. Methods of processing**

As part of the purpose indicated in point 4) above and in respect of the principles of lawfulness, fairness and transparency, accuracy, pertinence and non-excess, the processing of your Data will occur on paper and using electronic tools in respect of the regulatory provisions on personal data processing, adopting appropriate security measures.

The processing of your Data will not be subject to automated decision-making processes and will be managed by specifically trained and instructed personnel, precisely to guarantee their appropriate security and confidentiality, as well as to avoid risks of loss and/or destruction and accesses by unauthorised persons.

#### **8. Communication and dissemination of Data**

Your Data will not be disseminated.

Within the limits strictly pertinent to the purposes indicated in point 4) above, your Data may be communicated to persons internal to the Company specifically designated to perform activities connected and instrumental to the assessment of your professional profile (for example, personnel of the human resources department, the head of the office requiring the new resource, etc.) as well as to external entities that provide to the company performances or services instrumental to the search and selection activities on behalf of the company and/or in any case consultants who assist the company in various capacities with particular reference to legal, tax, social security, accounting, and organisational aspects and with which the privacy relationships are regulated.



If necessary, for activities linked to the management and maintenance of the IT systems, the Data may be processed by Companies assigned for that purpose, specifically appointed as Processor.

The Data may also be communicated, subject to your consent, to the employment agency, in the case of any recruitment by way of agency contract.

#### **9. Data storage period**

Your Data will be stored for 24 from the date of collection of the same, subject in any case to the possibility of withdrawing consent in accordance with point 9 below).

#### **10. Rights of the data subject**

With reference to your Data, you have the right to request from the Company, by the methods indicated in European Regulation 16/679:

- access, in the envisaged cases (Art. 15 Regulation);
- rectification of inaccurate Data and completion of incomplete data (Art. 16 Regulation);
- erasure of Data for the set reasons (Art. 17 Regulation), such as, for example, when they are no longer necessary with respect to the purposes indicated above or are not processed in respect of the Regulation;
- restriction of processing for the envisaged circumstances (Art. 18 Regulation), as in the case where the accuracy of the Data is disputed or it is necessary to verify its correctness;
- portability, meaning the right to receive, in the set cases (Art. 20 Regulation), in a structured, commonly-used and machine readable format, the Data and to send those Data to another controller;
- object to processing, in the set cases (Art. 21 Regulation).

With reference to the processing of any special categories of Data provided by you, you also have the right to withdraw consent at any time without prejudice to the lawfulness of the processing before the withdrawal.

All rights listed above may be exercised by you by sending to the Company a communication by email to the address [privacy@juventus.com](mailto:privacy@juventus.com) or by recorded delivery letter to the address of the Company: Via Druento 175 – 10151 Turin

#### **11. Complaint**

If you believe that the processing of your Data breaches the provisions contained in the Regulation, you have the right to lodge a complaint with the Data Protection Supervisory Authority, in accordance with the provisions of Art. 77 of that Regulation.



## **12. Transfer of Data abroad**

Your data will be stored at the office of the Company and on servers located in the European Union. The Company also uses cloud services. If the personal data is stored on a cloud platform, the cloud services providers - appointed as data processors- will be asked to store the data on servers located within the European Union. If the personal data is processed by the Processor or by a Company of the Processor's Group or by other Sub-Suppliers, outside the European Economic Area, or in a territory that does not guarantee an adequate level of data protection recognised by the European Commission, the transfer of the data abroad is covered by specific guarantees to protect personal data by way of the adoption of standard contractual clauses of the European Union.

**Privacy Policy for candidates version updated on June 24, 2020**