









	<p>DATA CONTROLLER DAB Pumps S.p.A - Via Marco Polo, 14, 35035 Mestrino (Padova), Italy, its subsidiaries and affiliates*, is the company that is recruiting for the job vacancy you might have applied for ("the Company," "we," or "us").</p>
	<p>PERSONAL DATA PROCESSED We will collect, record, consult and generally process your data provided in the CV/resume which are necessary for the application process, such as: : Name, identity and contact details – Employment details - Background information – Financial Information – IT Information. We do usually not request or require (and in any case we suggest to limit the use as much as possible) sensitive personal information regarding religion, health, sexual orientation or political affiliation in connection with your application. The information about your disability status is process only to consider whether we need to provide appropriate adjustments during the recruitment process, while every information about e.g. your race or national or ethnic origin, religious or your sexual life or sexual orientation, to ensure meaningful equal opportunity monitoring and reporting.</p>
	<p>COLLECTION OF PERSONAL DATA We collect your Personal Data directly from you, when you share with us your CV, or indirectly from third parties such as: job recruitment agency, social media (e.g. LinkedIn), Placement Office - Career Service of the Universities.</p>
	<p>PURPOSE AND LEGAL BASIS OF DATA PROCESSING</p> <ol style="list-style-type: none"> 1) Recruitment for the job you are applying for or for other future job positions which are in line with your profile. The legal base of processing is the execution of precontractual measures taken at your request. 2) General HR administration and management. The legal base is Company's legal or regulatory obligations. 3) To Communicate with you and to inform you of current status of your application and future opportunities. The legal base of processing is the execution of precontractual measures taken at your request. 4) To Comply with legal or regulatory requirements. The legal base of processing is legitimate interest.
	<p>WAY OF PROCESSING Your Personal Data will be handled as strictly confidential and with methods and tools aimed at ensuring maximum security and confidentiality. The processing will be carried out in electronical and/or manual form. We secure that no unauthorized access to your Personal Data will occur. Within our organization your Personal Data will be available to and processed by HR professionals in the relevant DAB HR department(s), Payroll, IT, Service Desk and other departments involved in administering the recruitment program, everyone specifically appointed for this purpose.</p>
	<p>RETENTION PERIOD OF DATA If you have not directly applied for a position within DAB and there has been no activity on your candidate profile for a period of one year, you will receive a re-activation email to update your profile. If you do not log on to you profile within 15 days after receiving this email, your profile will be deregistered and your Personal Data will be deleted.</p>
	<p>RECIPIENTS AND DATA TRANSFER We may disclose your personal information to the following types of third parties: (i) other DAB Group companies, subsidiaries, affiliates even if not located in the EU. (ii) consultants, companies providing IT services, recruiting companies, etc. who carry out outsourcing activities on behalf of the Controller, in their capacity as data processors; (iii) judicial authorities, as well as those subjects to whom communication is required by law. In certain cases, your Personal Data may be transferred to outside of EU/EEA for the purposes described in this Privacy Notice; We ensure that such transfer will be carried out in accordance with the applicable data protection laws.</p>
	<p>YOUR RIGHTS In EU/EEA and some other countries, You may ask us for: access to their personal data, rectification, deletion or portability of their personal data, integration of incomplete personal data, and where applicable you may ask for the limitation of processing. In addition, you may withdraw your consent at any time. In case of complaints, you also have the right to lodge a complaint with the supervisory authority regarding the processing of your Personal Data.</p>
	<p>If you would like to know more or wish to use one or more of your above rights, and if you have any questions on the security measures that we use to secure your personal data you are welcome to contact the Company, by sending an e-mail at: data.protection@dabpumps.com</p>
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	<p>When you apply for a specific job in DAB within the UE, the processing of your Personal Data is fully compliant with the General Data Protection Regulation n. 2016/679 ("GDPR") and all the information above are provided pursuant to the article 13 GDPR.</p>