



## **Privacy Policy for Candidates pursuant to art. 13 of UAE Federal Decree by Law No. (45) of 2021**

Dear Candidate,  
in compliance with the provisions of the art. 13 of the UAE Federal Decree by Law No. (45) of 2021 (hereinafter "Regulation"), we inform you that your personal data provided by you or otherwise acquired during registration will be processed in compliance with current legislation and the principles of correctness, based on the conditions of lawfulness provided for by the art. 4 of the Regulation, transparency and protection of confidentiality provided for therein.

### **1 Data controller of personal data**

The Data Controller (hereinafter "Data Controller"), pursuant to articles. 1 of the Regulation, is BRITAL MIDDLE EAST ALUMINIUM SYSTEMS L.L.C, Al Quoz Ind. Area 1, Dubai UAE (Hereinafter "Brital"), which, within the scope of its prerogatives, may avail itself of the collaboration of Data Processors and/or designated subjects, expressly appointed.

### **2 Purpose of the processing of personal data**

The collection and processing of personal data are aimed exclusively at the carrying out in its own interest, by the Data Controller, of personnel selection and evaluation processes aimed at establishing a collaboration/work relationship with the Candidate/s deemed suitable based on the needs of the Data Controller himself. The data processing takes place in compliance with the provisions of current legislation and will be carried out both manually and with the aid of IT and telematic means, suitable to guarantee the security and confidentiality of the relevant processing. The data will be stored in computer and paper archives, in order to allow the identification and selection of aggregate or specific data.

### **3 Methods of collecting your Personal Data**

The data is collected by sending it to the Data Controller by post, fax, e-mail, hand letter, specific form on the website, received from personnel selection agencies, or during the selection and interview phase by the interested parties. information relating to your professional experience in the form of a Curriculum Vitae (hereinafter "CV").

The interested party's sending of their CV may represent:

- a) a spontaneous application;
- b) the response to specific personnel search and selection advertisements published by the Data Controller on any means of communication, on the Brital website or on third-party websites.

The collection concerns only the personal data necessary based on the obligations, tasks and purposes referred to in point 2.

In the event that the CV, of which the Data Controller comes into possession, also contains Sensitive Personal Data, the Data Controllers will only process the data relevant for the purposes of the evaluation of professional aptitude, to the extent that the acquisition of such information is strictly essential for the establishment of the collaboration/work relationship.

Brital reserves the right to keep in its archives only the profiles that it deems potentially suitable to satisfy present and future needs.

In any case, both in the presence of spontaneous applications and in the presence of responses to specific advertisements, the data processing by the Data Controller for the selection of personnel will take place in compliance with the purposes and methods of processing provided for in this information on data processing.

#### **4 Optional provision of data**

Without prejudice to the voluntary and absolutely free choice of the interested party in transmitting the CVs to the Data Controller, please note that art. 4 paragraph 1 number 9 of Regulation, consent to the processing of personal data present in CVs is not required.

#### **5 Communication and dissemination of data**

For the pursuit of the aforementioned purposes, the personal data transmitted by you may be communicated:

- Group companies;
- our staff, appropriately appointed and informed;
- companies and/or natural persons who provide us with data processing services and related maintenance.

For the purposes referred to in point 2 and for what is strictly required in relation to the selection procedure or in-depth evaluation of personnel, the personal data of the interested party may be communicated and/or also disseminated to persons in charge of other companies of the Group, appropriately appointed as Joint Controllers or Data Processors.

Personal data may only be transferred to countries that guarantee the levels of protection in accordance with articles 22 and 23 of the Regulation.

## **6 Method of storage, duration and processing of data**

The data will be kept by the Data Controller for the period strictly necessary to pursue the purposes for which they were collected and in any case up to and no later than 24 months from the last access to the application platform except for the possible establishment of the employment and/or collaboration relationship .

In any case, data processing will cease following the request for cancellation by the interested party.

The Data Controller reserves the right to destroy CVs or any document containing personal data deemed not to comply with the purposes referred to in point 2.

In any case, the data will be processed with logic strictly related to the purposes indicated and with methods that guarantee the security and confidentiality of the data itself.

## **7 Rights of interested parties**

By means of a communication to be sent to the e-mail address [privacy@brital.ae](mailto:privacy@brital.ae), or by writing to our office, the interested party has the right to exercise the rights referred to in the art. 13 and following of the Regulation.

Interested parties who believe that the processing of personal data relating to them carried out through this service occurs in violation of the provisions of the Regulation have the right to lodge a complaint with the Bureau, as provided for by the art. 24 of the Regulation itself.

## **8 Contact details of the DPO**

The Data Protection Officer, designated by the Data Controller pursuant to art. 10 of the Regulation, can be contacted at the email address [privacy@brital.ae](mailto:privacy@brital.ae).

## **9 Equal opportunities**

The Owner conducts personnel selection processes by pursuing equality between male and female workers and not discriminating against candidates of one sex or the other, in compliance with current legislation.

## **Privacy Policy for Candidates pursuant to art. 13 of Regulation (EU) 2016/679**

Dear Candidate,

in compliance with the provisions of the art. 13 of the European Regulation (EU) 2016/679 (General Regulation on the protection of natural persons with regard to the processing of personal data, hereinafter "Regulation") as well as by art. 111-bis Italian Legislative Decree 196/2003 as amended by Legislative Decree 101/2018, we inform you that your personal data provided by you or otherwise acquired during registration will be processed in compliance with current legislation and the principles of correctness, based on the conditions of lawfulness provided for by the art. 6 of the Regulation, transparency and protection of confidentiality provided for therein.

### **1 Data controller of personal data**

The Data Controller (hereinafter "Data Controller"), pursuant to articles. 4 and 26 of the Regulation, is BRITAL MIDDLE EAST ALUMINIUM SYSTEMS L.L.C, Al Quoz Ind. Area 1, Dubai UAE (Hereinafter "Brital"), which, within the scope of its prerogatives, may avail itself of the collaboration of Data Processors and/or designated subjects, expressly appointed, pursuant to art. 2-quaterdecies of Legislative Decree 196/2003.

### **2 Purpose of the processing of personal data**

The collection and processing of personal data are aimed exclusively at the carrying out in its own interest, by the Data Controller, of personnel selection and evaluation processes aimed at establishing a collaboration/work relationship with the Candidate/s /s deemed suitable based on the needs of the Data Controller himself. The data processing takes place in compliance with the provisions of current legislation and will be carried out both manually and with the aid of IT and telematic means, suitable to guarantee the security and confidentiality of the relevant processing. The data will be stored in computer and paper archives, in order to allow the identification and selection of aggregate or specific data.

### **3 Methods of collecting your Personal Data**

The data is collected by sending it to the Data Controller by post, fax, e-mail, hand letter, specific form on the website, received from personnel selection agencies, or during the selection and interview phase by the interested parties. , information relating to your professional experience in the form of a Curriculum Vitae (hereinafter "CV")

The interested party's sending of their CV may represent:

a) a spontaneous application;

b) the response to specific personnel search and selection advertisements published by the Data Controller on any means of communication, on the Brital website or on third-party websites.

The collection concerns only the personal data necessary based on the obligations, tasks and purposes referred to in point 2.

In the event that the CV, of which the Data Controller comes into possession, also contains particular data (e.g., typically, data capable of revealing belonging to protected categories), the Data Controllers will only process the data relevant for the purposes of the evaluation of professional aptitude, to the extent that the acquisition of such information is strictly essential for the establishment of the collaboration/work relationship.

Brital reserves the right to keep in its archives only the profiles that it deems potentially suitable to satisfy present and future needs.

In any case, both in the presence of spontaneous applications and in the presence of responses to specific advertisements, the data processing by the Data Controller for the selection of personnel will take place in compliance with the purposes and methods of processing provided for in this information on data processing.

#### **4 Optional provision of data**

Without prejudice to the voluntary and absolutely free choice of the interested party in transmitting the CVs to the Data Controller and the limits of the purposes referred to in the art. 6 paragraph 1 letter. b) of Regulation (EU) 2016/679, please note that pursuant to art. 111-bis of the Privacy Code, consent to the processing of personal data present in CVs is not required.

#### **5 Communication and dissemination of data**

For the pursuit of the aforementioned purposes, the personal data transmitted by you may be communicated:

- Group companies;
- our staff, appropriately appointed and informed;
- companies and/or natural persons who provide us with data processing services and related maintenance.

For the purposes referred to in point 2 and for what is strictly required in relation to the selection procedure or in-depth evaluation of personnel, the personal data of the interested party may be communicated and/or also disseminated to persons in charge of other companies of the Group, appropriately appointed as Joint Controllers or Data Processors

Personal data may be transferred, for the purposes referred to in point 2, to European Union and non-EU countries; any further communication or dissemination will take place only with the consent of the interested party. It is understood that in the case of specific selection for a non-EU country, the communication of the data in that country is inherent in the search itself. The personal data processed are not disclosed.

## **6 Method of storage, duration and processing of data**

The data will be kept by the Data Controller for the period strictly necessary to pursue the purposes for which they were collected and in any case up to and no later than 24 months from the last access to the application platform except for the possible establishment of the employment and/or collaboration relationship .

In any case, data processing will cease following the request for cancellation by the interested party.

The Data Controller reserves the right to destroy CVs or any document containing personal data deemed not to comply with the purposes referred to in point 2.

In any case, the data will be processed with logic strictly related to the purposes indicated and with methods that guarantee the security and confidentiality of the data itself.

## **7 Rights of interested parties**

By means of a communication to be sent to the e-mail address [privacy@brital.ae](mailto:privacy@brital.ae), or by writing to our office, the interested party has the right to exercise the rights referred to in the art. 15 and following of the Regulation.

Interested parties who believe that the processing of personal data relating to them carried out through this service occurs in violation of the provisions of the Regulation have the right to lodge a complaint with the Guarantor, as provided for by the art. 77 of the Regulation itself, or to take action in the appropriate judicial offices pursuant to art. 79 of the Regulation.

## **8 Contact details of the DPO**

The Data Protection Officer, designated by the Data Controller pursuant to art. 37 par. 2 of the Regulation, can be contacted at the email address [privacy@brital.ae](mailto:privacy@brital.ae).

## **9 Equal opportunities**

The Owner conducts personnel selection processes by pursuing equality between male and female workers and not discriminating against candidates of one sex or the other, in compliance with current legislation.