

DISCLOSURE PURSUANT TO THE DISCIPLINE ON THE PROTECTION OF PERSONAL DATA

This information is provided pursuant to and for the purposes of art. 13 of Regulation (EU) 2016/679 (hereinafter "GDPR"), concerning the protection of individuals with regard to the processing of personal data.

This website (hereinafter the "Site") and all the services provided here (hereinafter "Services") are not intended for persons under 16 and TSW Srl Società Unipersonale, in its capacity as data controller (hereinafter referred to as "Company" or "Owner"), does not intentionally collect personal information referring to minors. In the event that information on minors is unintentionally registered, at the request of the users the Owner will cancel them promptly.

Legal basis and purpose of the processing

Your personal data is processed:

A) without your express consent, for the following purposes of service / usability of the Site:

- manage and maintain the Site;
- allow you to use any Services requested by you;
- participate through the Website in initiatives organized by the Data Controller (for example, events);
- process a contact request;
- fulfill the obligations provided by the law, by a regulation, by the community legislation or by an order of the Authority;
- preventing or detecting fraudulent activities or abuses harmful to the Site;
- exercise the rights of the Owner;

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in relation to these purposes, your consent is not required because the processing of data is necessary to provide the requested Services or to fulfill a legal obligation;

B) only with your specific and separate consent, for the following other purposes:

- send you opinion polls, newsletters and / or invitations to events via e-mail or register you for events in which the Data Controller is part or the organizer (hereinafter "Marketing");

Data retention period

Your personal data will be processed for the time strictly necessary for the pursuit of the aforementioned purposes, after which they will be deleted or made anonymous.

With specific regard to the purposes described in point B), your personal data will be processed until you intervene to revoke your consent.

Nature of data provision and consequences in case of refusal

The provision of data for the purposes referred to in point A) is necessary to register on the site and to use the services offered.

The provision of data for the purposes referred to in point B) is optional. You may therefore decide not to give any data or subsequently deny the possibility of processing data already supplied: in this case, you will not be able to receive invitations to events, newsletters and opinion polls and surveys via e-mail and above all you will not receive information on initiatives customized in line with your preferences. You will continue to receive the services mentioned in point A).

Scope of data communication and categories of recipients

Exclusively for the purposes specified above and where necessary for the achievement of the same, the data collected and processed may be communicated to internal figures authorized to process data according to their respective duties, as well as to the following categories of external subjects:

- companies or third parties possibly involved in the search for personnel;
- professionals or service companies that operate on behalf of our company;

- Medical studies in compliance with health and safety at work obligations;
- Group companies.

These recipients, should they process data on behalf of our Company, will be designated as data controllers, with a specific contract or other legal act.

Data transfer to a third country and / or an international organization

Your personal data will not be transferred to non-European Third Countries. The society however reserves the right to use cloud services. In the latter case, the service providers will be selected from those who provide adequate guarantees, as required by art. 46 GDPR 679/16.

Rights of interested parties

You have the right (see articles 15 -22 of the GDPR) to ask the Company to access your personal data and to rectify them if inaccurate, to delete them or limit their processing if the conditions are met, or to oppose their treatment for legitimate interests pursued by our company. Company, as well as to obtain the portability of the data provided by you only if subject to automated processing based on your consent or contract.

You also have the right to revoke the consent given for the processing purposes that require it, without prejudice to the lawfulness of the processing carried out until the time of revocation.

You also have the right to lodge a complaint with the relevant supervisory authority, the Data Protection Authority.

Subjects of the processing

The data controller is TSW Srl Società Unipersonale, contactable as such, The Data Controller is TSW Srl - Unipersonal Company contactable as such at the following address:

privacy@tsw.it.

The person responsible for data protection / data protection officer (RPD / DPO) is contactable as such to the following address: dpo@tsw.it.

Last update: May 2018