

PRIVACY POLICY- Job Posting

Geico S.p.A., in order to select professional individuals to join its workforce, offers the possibility to place on its website, voluntary applications under section “*job posting*” of its website.

For this purpose, the applicant shall provide all relevant information to verify his/her eligibility to apply for specific positions within the company.

In such context, pursuant to art. 13 of the General Data Protection Regulation n. 2016/679 (“**Regulation**”), Geico S.p.A. invites you to read the following information.

1. Who is the data controller?

Geico S.p.A., P.IVA 00688580968, with registered office in Cinisello Balsamo, 20092, Via Pelizza da Volpedo 109/111, e-mail infoprivacy@geicotaikisha.com (the “**Company**”).

2. How are data processed?

Personal Data you provide will be used by the Company on paper, IT or online means.

The Company will:

- carry out the registration, so that they match with what you provided;
- update the data after your notice that data have changed;
- retain in a form which permits your identification for a period no longer than necessary for the purposes for which they were collected.

3. What are the purposes and which is the legal basis of the processing?

Data that we ask you to provide with the application of your CV under section “*job posting*” of the website and with the filing of the relevant form is collected for the purpose of verifying whether the applicant respects the needs of the Company and therefore to select new people to join our staff. The Company reserves the right to remove from its archive all received data, where such data should result to be inaccurate, incomplete or out of date after a prior check.

The processing of your data does not need your consent as it is necessary to answer to recruitment ads that shall appear under the section “*job posting*” of the website or in order to place your voluntary application. Providing the data is optional. However, the failure to provide the same will not allow you to file your application.

4. Data retention period

Personal data which you have provided will be retained for the period necessary to carry out evaluations of workforce needs and, in any case, for no longer than one (1) year from the date of receipt of the same data. Personal data may be retained for a longer period in case of any dispute or request of the competent authorities or in accordance with applicable laws.

In any case, at the end of the retention period, data will be deleted or aggregated or anonymized.

To learn more about the retention period of your personal data and of the criteria used to determine this period you may write an e-mail to infoprivacy@geicotaikisha.com.

5. Disclosure of personal data

5.1 Your personal data may be processed by individuals within the Company in their capacity as representatives and may be disclosed to

- external consultants for the recruitment, selection and evaluation of staff, for the management of litigation matters and legal assistance;
- firms and companies providing assistance and advice, on the basis of these relations;

these companies are direct partners of the Company and may act as data processors. The list of data processor is constantly updated and may be checked by sending a notice to the Data Controller to its address or by sending an e-mail to infoprivacy@geicotaikisha.com.

5.2 In some cases it could be necessary for the achievement of the purposes referred to in paragraph 3 above, that the Data may also be transferred abroad to companies established both within and outside the European Union. Some of these jurisdictions may not offer the same level of data protection guaranteed by the EU/SEE countries. In such case, the Company will adopt appropriate security measures to ensure that

the transfer is safe and protected, such as the signing of the standard contractual clauses envisaged by the European Commission.

5.3. Your personal data will not be disseminated in any way.

6. The existence of an automated decision process

There is no automated decision process in relation to the Data.

7. Your rights

In any moment, the data subject shall have the right to:

- obtain confirmation from the Company on whether or not there is an ongoing processing of his/her Personal Data and, if so, to obtain access to the Data according to section 15 of the Regulation;
- obtain rectification of his/her Personal Data which are inaccurate, as well as obtain the completion of the same Data;
- obtain the erasure of the Data, according to art. 17 of the Regulation, where applicable;
- restrict the processing of his/her Personal Data according to art. 18 of the Regulation;
- object to the processing of his/her Personal Data for particular reasons, where applicable;
- receive the Personal Data in a structured, commonly used and machine-readable format and have the right to transmit those Data to another controller, according to art. 20 of the Regulation.

To exercise your rights, you may:

- submit a request by e-mail to infoprivacy@geicotaikisha.com.

Depending on the amount or complexity of the information requested, an appropriate fee may be asked by the Company to comply with such requests.

Without prejudice to any other administrative or judicial appeal, you will also have the right to claim to authority (for Italy: the authority for the protection of personal data), if you believe that any processing is carried out in breach of the Regulation. More information are available on the website <http://www.garanteprivacy.it>.

8. Publicity of this privacy policy

This privacy policy is published on Geico S.p.A. website www.geikotaikisha.com with express reference to its last update.