

ELIIT is very committed to protecting its users' privacy and personal data. So is CARSA and our EMS platform.

All data entered upon registration will be used only to provide you with the requested services and is managed in conformity with Regulation (EC) No 2018/1725.

For further information, please check our full privacy policy at CARSA EMS privacy policy.

The "Privacy Policy" could be subject to updates. We therefore advise the user to print, read carefully and keep this policy and the information contained in this disclaimer before proceeding with the conferment of any data.

## 1. TYPES OF DATA PROCESSED AND PURPOSE OF THE TREATMENTS.

It is necessary to clarify that the treatments carried out through the various sections of the EMS Platform without prejudice to what is indicated below for applicants belonging to protected categories, will in principle concern common data: we do not intend on receiving sensitive data, ie those suitable to reveal the racial and ethnic origin, religious beliefs, philosophical or otherwise, political opinions, membership of parties, trade unions, associations or organizations of religious, philosophical, political or trade union nature , as well as personal data suitable to reveal the state of health and sex life.

### 1.1. Navigation data.

The computer systems and computer programs necessary for the operation of this website record, during their normal operation, some personal information whose acquisition takes place automatically and unavoidably when using Internet communication protocols.

They are data that, although they are not found for the specific purpose of identifying the respective interested parties, they could well, because of their own characteristics, in association with other data allow the identification of users.

This category includes, for example, the IP addresses or domain names of the computers used by the users connecting to the portal, the addresses in the Uniform Resource Identifier (URI) of the requested resources, the time of the request, the method used in the submit the request to the server, the file size obtained in response, the numerical code indicating the status of the response given by the server (success, error, etc.) and other parameters related to the operating system and the user's computer environment.

This data that – regardless of the path chosen by you – is recorded by the system on the basis of its standard features, is used only to obtain statistical information on the use of the Portal and to verify its correct operation. The data could be used to ascertain responsibility in case of any IT crimes against the Portal, in accordance with the procedures in force of the competent Authorities.

### 1.2. Data provided voluntarily by the user to the e-mail addresses published.

The e-mail addresses and information contained in any messages sent are personal data. The optional and voluntary sending of e-mails to the addresses indicated on this platform therefore entails the subsequent acquisition of the sender's address by the respective recipient, necessary to respond to requests, as well as any other personal data included in the message. According to what is better specified in the disclosure, and following the conferment of consent (where

necessary), personal data could be used for commercial contacts, as well as to provide the applicant with additional information.

As mentioned above, the information that best defines, in terms of the law, the purposes and methods of processing is available through the hypertext link present in this page or in the various pages that allow the sending of data by visitors.

### 1.3. Data relating to candidates belonging to protected categories.

Candidates belonging to protected categories may send sensitive data, for which the law requires that the consent be expressed in writing. To these visitors, we request that they print the consent form presenting the information regarding the processing of data belonging to protected categories and send it, in a sealed envelope, to the address of the company to which they intend to submit their application.

## AUTOMATIC DATA COLLECTION MECHANISMS.

The EMS Platform does not use persistent cookies, trojans, spyware, web bugs, or systems for tracking users.

The use of c.d. session cookies (which are not permanently recorded on the user's computer and disappear when the browser is closed) is solely aimed at making site browsing safe and efficient.

These session cookies do not allow in any case the acquisition of personal identification data of the user.

## DATA CONFERENCE:

Except for navigation data (automatically collected by the system), the user is always free to give or not give the personal data concerning him / her. Any refusal does not imply any consequence, except of course any impossibility to access any services offered or to obtain more detailed information on the portal or on the company.

## GUIDING PRINCIPALS:

Personal data will be processed only when strictly necessary, following criteria of good faith, correctness and in full compliance with current legislation. Personal data will be processed with IT and telematic tools, but also with traditional tools (therefore also manually or in paper archives); all the treatments will however take place in a manner compatible with the purposes for which they were collected and the purposes indicated in the various sections of the Portal, in the Policy and in the information prepared as required by law. The data provided by sending e-mails to the addresses on the Portal, in the context of the typical and characteristic activity of the joint-stock companies, may be communicated to the user companies for contracts for work in administration or in the context of applications for direct recruitment by third parties, but nevertheless within the scope of the objectives specified or according to the communication received. Apart from this, which is consistent with the specific activities of the company, CARSA does not carry out, for any reason or for any purpose, assignment of lists, lists or addresses nor does it commercialize personal data, as this does not fall neither in politics nor in practice by CARSA. Personal data relating to navigation are neither communicated nor disclosed to third parties. The personal data provided by users who forward requests for information to the various e-mail

boxes on the Platform, used only to provide the answers or services requested, will be disclosed to third parties only if this is necessary for that purpose.

The data provided by visitors to the Platform: is therefore the responsibility of the navigator to send them after verifying their correctness and possibly updating them when necessary.

The employees of CARSA have received specific instructions in relation to the use of personal data necessary for the performance of their duties, and are required to comply with the policy illustrated here.

## RIGHTS OF THE INTERESTED

Pursuant to European Regulation 679/2016 (GDPR) and national regulations, the User can, in accordance with the procedures and within the limits established by current legislation, exercise the following rights:

- Request confirmation of the existence of personal data concerning him / her (right of access);
- know its origin;
- receive intelligible communication;
- have information about the logic, methods and purposes of the processing;
- request the updating, correction, integration, cancellation, transformation into anonymous form, blocking of data processed in violation of the law, including those no longer necessary for the pursuit of the purposes for which they were collected;
- in cases of consent-based processing, receive only the cost of any support, its data provided to the holder, in a structured and readable form by a data processor and in a format commonly used by an electronic device;
- the right to lodge a complaint with the Supervisory Authority (Privacy Guarantor);
- as well as, more generally, exercise all the rights that are recognized by the current provisions of the law.

Requests should be sent to the Data Controller at the addresses indicated in the introductory part of this policy or electronically to the following e-mail address: [dataprotection@carsa.es](mailto:dataprotection@carsa.es)

Please indicate in the subject of the communication that this is a request related to the European Regulation 679/2016 (GDPR).

In the event that the data are processed on the basis of legitimate interests, the rights of data subjects are guaranteed (with the exception of the right to portability that is not provided for by the regulations), in particular the right to oppose the treatment that can be exercised by sending a request to the data controller.