

## ▼ Privacy Policy about Data Subjects in the Human Resources management process

In the management of **Human Resources, the companies of the BM Group** also work closely together for the processing of personal data. **The Group Companies**, pursuant to the law, and the agreements signed, **are Joint Data Controllers** within the context in which this information and the summary of the agreement between the Joint Controllers are provided ex art. 26 GDPR.



The Companies have mutually agreed that the "HR Services" of human resources will be managed by Data Processors who will centralize the management according to the purposes shared by the Joint Controllers.

In particular, the management of candidates' personal data for recruiting and evaluation activities and of employees for administrative purposes is carried out by Polytec S.p.a., and the negotiation and stipulation of agreements with Sub-Processors will be carried out by BM Group Holding S.p.a. on behalf of the other Group Companies.

**The Joint Data Controllers adopted this Privacy Policy** pursuant to Articles 12, 13, 14, 26 c. 2 GDPR, which is provided to the Data Subjects, directly or through the Data Processors or Sub-Data Processors, **which indicates, for the purposes pursued, all the information required by the law, in particular the contact details of the Group Data Protection Officer to whom requests for the exercise of the rights provided for by the GDPR should be addressed.**

## ▼ Purpose [F] and Legal Bases [B] of the Processing



1. [P] Evaluation for the purpose of establishing and executing the contractual relationship  
[B] Contract with the data subject (or pre-contractual measures taken at the request of the data subject)
2. [P] Fulfilment of obligations under applicable law  
[B] Fulfilling of legal obligation or exercising rights under labour and social security law
3. [P] If necessary, to ascertain, exercise or defend the rights of the Data Controller in judicial or extrajudicial proceedings  
[B] Legitimate interest of the Controller
4. [P] Efficient management of the relationship with Data Subjects (e.g. communications, intra-group data sharing) and management of Data Subject requests  
[B] Contract with the data subject (or pre-contractual measures taken at the request of the data subject)

## ▼ Legitimate interests pursued by the Controller



The Data Controller(s) may use its legitimate interest as the legal basis for a given purpose by balancing its rights with those of the data subject, taking into account his or her "reasonable expectations" also taking into account the existing relationship with the Data Controller.

When the processing is based on the legitimate interest of the data controller, it is not necessary to request consent from the data subject to pursue that specific purpose.

The processing must not adversely affect the rights and freedoms of the data subject.

## ▼ Recipients of the data (by categories)



- **Authorised to process the processing**, duly instructed and bound to confidentiality.
- **Data Processors: service providers** to whom data may be transmitted and process them on behalf of the Data Controller based on a legally binding agreement, which guarantees the protection of personal data.
- **Controllers** who have sufficient safeguards to process data subjects and with a valid legal basis to do so (e.g. authorities and control and supervisory bodies, public or private entities that have the right to request data).

## ▼ Transfers to third countries pursuant to art. 46, 47, 49 GDPR

There is no provision for the transfer of data to third countries; However, any transfers will take place in accordance with current legislation:



- in countries recognised as safe by the EU Commission
- in countries with which Europe has international data protection agreements
- with subjects with whom the Data Controller has entered into legally binding agreements aimed to providing adequate guarantees for the protection of the Data Subjects as required by law.
- In the case of derogations:
  - Consent of the data subject
  - Out of necessity and not in a repetitive way for the types and quantities of data that allow it.



## ▼ Criteria for determining the data retention period

The Data Controller(s) applies the principle of data minimization for all processing. For some, the criterion can be determined absolutely, e.g. the maximum period of data retention is 24 months from the provision of the data,

depending on the evaluation on the curriculum. For others, it depends on factors external to the organization (e.g. legislation applicable to the time of processing).  
Once the above retention periods have expired, the data will be deleted.

#### ▼ Rights of the Data Subjects



- Obtain confirmation or not of a processing in progress and possibly obtain access to the data concerning the data subject
- Know the origin of the data processed by the Data Controller
- Verify the accuracy of the data concerning the data subject
- Object, for legitimate reasons, to the processing
- Request any integration, cancellation, updating, rectification, blocking of personal data processed in violation of the law, portability

Requests can be addressed to the Data Protection Officer (DPO) at the email [dpo@bmgroup.com](mailto:dpo@bmgroup.com).

and/or the updated contact details of the Data Controllers available on the websites of the Group Companies in the Privacy section.



Interested parties also have the right to:

- Be informed about breaches that may present a high risk to the data subjects themselves
- Lodge a complaint with the competent supervisory authority in the EU State in which they habitually reside or work or in the State where the alleged violation occurred.

#### ▼ Consent



It is not necessary for the activities covered by this Policy, but it is the consolidated practice and policy of the Data Controller(s), for the processing that requires it, to ensure that the consent is free, optional and revocable by the Data Subject and is collected in a specific location for specific type of data or purposes.

#### ▼ Profiling and Automated Decisions



For these processing activities, no profiling is carried out and/or **automated** decisions are not taken that could significantly affect the legal sphere of the data subject without substantial human review.

#### ▼ Categories of personal data



For unsolicited applications, the categories of data are those provided spontaneously by the Data Subject.

For positions opened by the Data Controller, the personal information collected concerns common data (it may include name, address, e-mail address, seniority, previous experience,) and, sometimes, data belonging to special categories pursuant to Article 9 of the GDPR (only in the presence of an adequate legal basis, for example when the Data Controller must exercise rights in the field of employment and social security law).

#### ▼ Source from which the personal data originates



Personal data is generally collected from the data subject but, in some cases, may come from third parties that provide them to the Data Controller having a legitimate legal basis (e.g. recruiting agencies or Company workers who report the arrival of an application from the Data Subject).

#### ▼ Additional purposes



If it is intended to further process the personal data for a purpose other than that for which they were collected, prior to such further processing, the data subject will be provided with information about that different purpose and any further information relevant to the new purposes.

Such communications may be made by updating the Policy and/or through the contacts of the interested party.



#### ▼ Version & date

V.2\_july\_2024

### List of Joint Data Controllers Companies

	Name
01	Polytec Spa
02	BM Group Holding S.p.A

<b>03</b>	Polytec Intralogistics SRL
<b>04</b>	Centrale Idroelettrica Limentra Srl
<b>05</b>	Darnia Srl
<b>06</b>	Infinity Srl
<b>07</b>	Magriola Srl
<b>08</b>	Mommio Srl
<b>09</b>	PIG Hydroelectric Production Grosina Srl
<b>10</b>	SEA Servizi Energia e Ambiente Srl
<b>11</b>	Hydroalp Srl
<b>12</b>	BM Elettronica Srl in liquidation
<b>13</b>	BM Group Real Estate Srl
<b>14</b>	Consorzio Tecnologico Trentino Srl in liquidation
<b>15</b>	Polytec Energy Srl
<b>16</b>	NYOX Srl (formerly BM Greenpower srl)
<b>17</b>	Hydrogreen Srl
<b>18</b>	CMF Energie Alternative Srl
<b>19</b>	Trentino Rinnovabili Srl
<b>20</b>	BM Wind Power srl
<b>21</b>	Polytec Development SRL