



**PRIVACY INFORMATION NOTICE AND COOKIE POLICY**  
**Pursuant to art. 13 of (EU) Regulation 2016/679 ("GDPR")**

In compliance with the Legislative Decree 196/03 as amended by Legislative Decree 101/2018 and GDPR, Jakala S.p.A. (hereinafter also "Jakala"), as better defined hereinafter, as the "Controller" of the processing, provides you with some information about the use of any personal data conferred by users who consult and/or interact with the site.

**Purpose and legal basis of the data processing**

The user is free to provide their personal data in order to send their CV and to request informative material or other communications. The processing of personal data will be carried out only in response to requests received, pursuant to art. 6.1, letter (b) of the GDPR. The conferment of data is optional, but its non-conferment might make it impossible to obtain what was requested.

The legal basis of the processing is based on the consent of the data subject and on the legitimate interests of the Controller.

**Data Processing Modalities**

The processing of personal data is carried out through manual, IT and electronic tools and in such a way as to ensure the security and confidentiality of the data themselves. Prevention and protection systems are used and they are constantly updated and verified in terms of their reliability.

**Categories of subjects to whom the personal data may be communicated**

For the achievement of the abovementioned objectives, Jakala needs to communicate personal data to their "authorized individuals" and to external "processors".

The complete list of Processors is available at the Controller's headquarters.

**Retention**

The duration of the processing will not exceed what is needed for the purposes for which the data were collected.

The retention time of CVs is 2 years.

## Data Controller

The Data Controller is Jakala S.p.A. with registered office in Milan, 20122, Corso di Porta Romana 15, Tax Code and VAT Number 08462130967.

Pursuant to the art. 37 of GDPR, Jakala has appointed a DPO, identified as Emanuela Astori and contactable by email at [privacy@jakala.com](mailto:privacy@jakala.com).

## Rights of the data subjects

We inform you that, in relation to the abovementioned processing, you can exercise the rights provided for in Articles 15 and following of the Regulation. In particular, you have the right to obtain:

1. the confirmation of the existence or non-existence of personal data concerning you, even if not yet filed, and their communication in intelligible form and/or access to them;
2. a copy of your personal data;
3. the rectification of the personal data that are inaccurate;
4. the erasure of your personal data;
5. the restriction of processing of your personal data;
6. in a structured format, of common use and readable by an automatic device, the personal data you have provided to us or that you have created - excluding the comments created by the Controller and/or by the authorized individuals pursuant to art. 4 of the Privacy Code or by persons authorized to process data in the name and on behalf of the Controller pursuant to art. 4 of the Regulation - and to transmit them, directly or through the Processor, to another data controller (the so-called right to data portability);
7. an indication of:
  - a) the origin of the personal data;
  - b) the categories of personal data processed;
  - c) the purposes and modalities of the processing;
  - d) the logic applied in case of computerized handling;
  - e) the details of the Controller and of any processor;
  - f) the period of retention of your personal data or the criteria for the determination of said period;
  - g) the subjects or categories of subjects to whom the personal data can be communicated or that can be privy to them in their role as appointed representative in the national territory, as processors or as authorized individuals pursuant to art. 4 of the Privacy Code / persons authorized to process the data in the name and on behalf of the Controller pursuant to art. 4 of the Regulation;
  - h) the updating, rectification or, when interested, the integration of the data;
  - i) the transformation into anonymous form or the blocking of unlawfully processed data, including data whose retention is unnecessary for the purposes for which they were collected and then processed;
  - j) the certification that the operations in letters a) and b) have been notified, also concerning their contents, to those to whom the data were communicated or disseminated, unless this requirement proves impossible or involves a manifestly disproportionate effort to the protected right.
8. Furthermore, you have the right to object, in whole or in part:



- a) for legitimate reasons, to the processing of personal data, even if they are pertinent to the collection purposes;
- b) to the processing of personal data that concern you for purposes of sending advertising or direct sale material or for market research or commercial communication.

To assert your rights send a written request indicating in the subject line "*Privacy - exercise of Privacy rights*" to the DPO e-mail address [privacy@jakala.com](mailto:privacy@jakala.com).

Finally, we inform you that if you think that your rights have been violated by the Controller and/or by a third party you have the right to submit a complaint to the Authority for the Protection of Personal Data and/or to another control authority that is competent by virtue of the GDPR.

### **Cookie Policy**

Cookies are small text files that the websites visited by users send to their computers, where they are stored to then be retransmitted to the same sites on the next visit. They are used to perform automatic authentications, tracking sessions and storage of information regarding users accessing the server.

#### **This website uses the following cookies:**

##### **Technical Cookies:**

The main purpose of technical cookies is to make users navigation easy or to provide a service requested by the user.

They are not used for other purposes and are normally installed directly by the website owner. No consent is required for this type of cookies.

Without these cookies, some operations could not be performed or would be more complex and/ or less secure, like the access to authentication-protected services where the cookies allow the identification of the user and the maintenance of their identification within the session.

Technical cookies also include the "Analytics cookies", when they are used to optimize the site directly by the owner of the site, which can collect information in aggregated form leveraging on the number of users and how they visit the site.

##### **Third Party Cookies**

These cookies are installed by third parties. These include, for example, advertising agencies, adv servers, technology providers, sponsored content providers and external research companies. With this regard,

the Third Parties are directly liable, as Data Controllers, for their cookies installed as well as for the treatments they do.

Specifically, the most commonly used third-party cookies are those that refer to the use of social plugins and the use of data collected through Google Analytics, Hotjar and Lead Champion.

To ensure greater transparency on the use of data, the third-party information processing personal data are shown below:

**Google Analytics**

Google Analytics (informativa): <https://www.google.it/policies/privacy/partners/>

**TYPE AND RETENTION MODEL**

		domain		Expire date
_enhancers_cookie_acceptance	cookie acceptance	<a href="http://www.jakala.com">www.jakala.com</a>	/	365 days
_icl_current_language	language selection	<a href="http://www.jakala.com">www.jakala.com</a>	/	2 days
NID	google recaptcha	<a href="http://google.com">google.com</a>	/	180 days

_ga	analytics	<a href="http://.jakala.com">.jakala.com</a>	/	1 day
_gid	analytics	<a href="http://.jakala.com">.jakala.com</a>	/	2 day

**Hotjar**

[Hotjar Privacy Policy](#) [Opt-Out](#)

**Lead Champion**

[Privacy Policy](#) – [Opt Out](#)

**How to manage your cookies using the web browser settings**

This site operates at its best when all types of cookies are enabled. You may refuse the use of cookies by selecting the appropriate settings on your browser. You can change your browser settings to eliminate or prevent the storage of some cookies on your computer or mobile device without explicit consent. The "Help"



section of the browser should provide information on how to manage cookie settings. To find out how to do it on your browser, please read below:

Internet Explorer: <https://support.microsoft.com/help/17442/windows-internet-explorer-delete-manage-cookies>

Mozilla Firefox: <http://support.mozilla.com/en-US/kb/Cookies>

Google Chrome: <http://www.google.com/support/chrome/bin/answer.py?hl=en&answer=95647>

Safari: <http://support.apple.com/kb/PH5042>

Opera: <http://www.opera.com/browser/tutorials/security/privacy/>

Adobe (cookie flash): <http://www.adobe.com/privacy/policies/flash-player.html>

If you completely disable cookies, you could also disable some functions of the site.

Even with all cookies disabled, your browser will continue to store a small amount of information, necessary for the basic functionality of the site.

Specifically, with reference to the third-party cookies, the web addresses explaining how to disable cookies are listed below:

Google Analytics (configuration): <https://tools.google.com/dlpage/gaoptout>

Lead Champion (configurazione): [Opt Out](#)

Hotjar: [opt-out link](#).