



Privacy Policy pursuant to European Regulation 2016/679

Hereby **RIGHI S.p.A.** wishes to inform you that the European Regulation 2016/679 ("General Data Protection Regulation", from now on "GDPR") provides for the protection of natural persons with regard to the processing of personal data as a fundamental right. Pursuant to articles 13 and 14 of the GDPR, therefore, we inform you that:

Purpose of the processing

The user's personal data will be processed for the following purposes:

- a) Allow **RIGHI S.p.A.** to carry out its internal administrative task and to comply with all applicable laws and / or orders of public authorities;
- b) Provide pre and post-sales services and general information on products and services and on the **RIGHI S.p.A** purchasing network;
- c) Protect and enforce the rights of **RIGHI S.p.A.**, including its property rights, and take action to protect the Website;

Data processing is carried out by appointed and specialized personnel of **RIGHI S.p.A.** or third-party companies that operate on its behalf, with paper, IT, electronic tools and with any other type of support technologically considered suitable; the processing of data will be carried out in a lawful and correct manner and in any case in compliance with the aforementioned legislation, using suitable tools to guarantee its security and confidentiality.

The Data Controller is **RIGHI S.p.A.** having head office in **Via Ondella, 11/13, 28011 ARMENO (No) Italy, E-Mail: direzione@righi.it**

Personal data subject to processing

The use of the website by visitors, for technical, security and statistical purposes, involves the collection and processing of different types of personal data relating to the user:

- a) **Browsing Data**
The information systems and software procedures used to operate our website acquire, during their normal operation, some personal data whose transmission is implicit in the use of Internet communication protocols. This information is not collected to be associated with identified interested parties, but which by their very nature could, through processing and association with data held by third parties, allow users to be identified. This category of data includes IP addresses or domain names of the computers used by users who connect to our website.
- b) **Data provided by the user**
The provision of personal data to **RIGHI S.p.A.** is optional. However, any refusal on your side to provide such data will make it impossible for us to follow up on any requests for services.

It is reiterated that the purpose of these activities remains closely related to corporate activities, limiting their use in contexts that may affect personal dignity and decorum.

Applications

The curricula received may be stored and re-evaluated for subsequent searches for professional positions compatible with the candidate's profile. The candidate may object to the processing of his personal data at any time by writing to **direzione@righi.it**

Remember to include in the curriculum vitae the declaration with which you consent to the processing of personal data for the purpose of selection and to avoid entering particular categories of personal data (such as health status, religious, philosophical or political beliefs) not relevant to the position you are applying for.

Retention of personal data

The data are collected according to the indications of the relevant legislation, with particular regard to the security measures provided by the GDPR (Article 32) for their processing using IT tools, manual and automated and with logic strictly related to the indicated purposes and in any case in a manner to guarantee the security and confidentiality of the data. The data will be stored at the competent offices of **RIGHI S.p.A.** for a period of time not exceeding that necessary to achieve the purposes for which they are processed.

Scope of Communication

The data collected as part of the service provision may be disclosed to:

- Companies that perform functions strictly connected and instrumental to the technical operation of the services of this website, such as hosting service providers, companies that provide archiving, administrative, payment and billing services, companies that provide technical components for the provision of some website features.
- Administrative and judicial Institutions and Authorities by virtue of legal obligations.

Personal data may be transferred outside the European Union to be processed by some of our service providers. In this case, we make sure that this transfer takes place in compliance with current legislation and that an adequate level of protection of personal data is guaranteed based on an adequacy decision, or on standard clauses defined by the European Commission.

Personal data will never be transferred or sold to third parties.

Rights of the data subject

Please note that, by virtue of articles from 15 to 22 of the GDPR, the data subject has the right to ask the Joint Data Controllers:

- information about the existence of his / her personal data, the origin of the same, the purposes and methods of treatment and, if any, to obtain access to his / her personal data;
- updating, rectification, integration, cancellation, limitation of the processing of personal data;
- the transformation into anonymous form or the blocking of personal data, processed in violation of the law, including those which do not need to be kept for the purposes for which the data were collected and / or subsequently processed.
- to object, in whole or in part, for legitimate reasons, to the processing of data, even if pertinent to the purpose of the collection and processing of personal data provided for the purposes of commercial information or sending advertising or direct sales material meaning fulfillment market research or commercial communication. Each user also has the right to withdraw consent at any time without prejudice to the lawfulness of the processing based on the consent given prior to the withdrawal.
- To receive his / her personal data, provided knowingly and actively or through the use of the service, in a structured format, commonly used and readable by an electronic device, and to transmit them to another Data Controller without impediments.
- To propose a complaint with the personal Data Protection Authority in Italy.

In using the services provided by **RIGHI S.p.A.**, the user grants the widest indemnity with respect to any dispute, claim, request for compensation for damage from processing, etc. that should reach **RIGHI S.p.A.** by third parties whose personal data have been processed through its use of the service in violation of the applicable rules on the protection of personal data. In any case, if you provide or otherwise process personal data of third parties in the use of our service, you guarantee from now - assuming all related responsibility - that this particular hypothesis of treatment is based on an appropriate legal basis (for example, the consent of the interested party) pursuant to art. 6 of the GDPR which legitimizes the processing of the information in question.

This information may be subject to changes. If substantial changes are made to the use of user data by the Owner, the latter will notify the user by publishing them with the utmost clarity on their pages or through alternative or similar means.

We remind you that for any question or request related to personal data and respect for privacy, you must contact the Data Controller by writing to **Via Ondella, 11/13, 28011 ARMENO (No) Italy, or e-mail: direzione@righi.it**

Last updated on 19/12/2019

This document provides information on the use of cookies and similar technologies within this website, and on the purposes and methods of control or disabling of the same by the user.

1. What are cookies and how are they used

Cookies are small text files sent by a server to a web client when the latter accesses a page of a website. They are used, in general, to remember preferences, data and information to be reused during the same visit to the website (session cookies) or later (persistent cookies). Cookies facilitate website navigation, allow the storage of visited pages and other specific information, such as pages consulted more frequently, connection errors, etc. Cookies are stored, according to user preferences, by the single browser on the specific device used (computer, tablet, smartphone).

Often browsers (Internet Explorer, Mozilla Firefox, Google Chrome, Safari etc.) are set to automatically accept cookies. However, users can change the default configuration by choosing to disable or delete cookies. However, this could preclude the optimal use of some areas of the website.

Furthermore, while browsing, the user may also receive cookies from different websites on his device (so-called "third party" cookies), set directly by the managers of said websites and used for the purposes and in the manner defined by them.

2. Types of cookies

Cookies, based on their characteristics and use, are divided into:

- a) *Technical cookies*: they are necessary for browsing on a website and for the use of its features (for example, access to restricted areas and correct viewing), for this reason their disabling does not allow such activities.
 - Technical cookies are not used for other purposes and are divided into:
 - browsing or session cookies: they guarantee the normal browsing and use of the website;
 - functionality cookies: allow the user to browse according to a series of selected criteria (for example, language).
- b) *Analysis (analytics) and performance cookies*: Analysis (analytics) and performance cookies: they anonymously collect information on the ways in which users use the website, for example which pages they visit most often and any error messages they may receive during their visit. These cookies do not collect visitor identification information.
- c) *Profiling cookies*: they are designed to create user profiles and are used in order to send advertising messages in line with the preferences expressed by the user in the context of surfing the net.

3. Third party cookies

By visiting this website, the user may also receive on his device cookies from websites managed by other organizations (so called "third-party cookies"): this happens because the website may contain elements such as, for example, images, maps, specific links to web pages of websites or web services.

For the purposes of information transparency, the following is a list of the services on the site, the purposes and the links to the information pages of the various services:

EXAMPLE

Service

Google Analytics

EXAMPLE

Purpose

The website uses Google Analytics, a web traffic analysis service provided by Google, Inc. ("Google"). This service is used to collect statistical data that allow us to improve the user experience of the website. Google Analytics uses "cookies" to collect and analyze information related to how users interact with the website in aggregate form (for example most visited pages, geographic origin of visitors, etc.). Google stores the collected information on its servers in the United States. The data generated by Google Analytics are stored by

Google as indicated in the information available at the following link:

<https://support.google.com/analytics/answer/6004245?hl=en>
To consult the privacy policy of Google Inc., independent data controller of the Google Analytics service, please refer to the website: <http://www.google.com/intl/en/policies/privacy/>
The user can disable Google Analytics by installing the opt-out add-on provided by Google on their browser:
<https://tools.google.com/dlpage/gaoptout>

Facebook Pixel

The website uses Facebook Pixel, a code snippet that records user actions on the website (e.g. when they buy something). The Facebook Pixel is a tool for collecting statistical data that allows you to measure the effectiveness of advertising by understanding the actions that people perform on your website. This service is used to know when a customer has performed an action after seeing your Facebook ad, to allow the company to reach the customer again using a personalized audience (conversion optimization).

To consult the privacy and cookie policies of Facebook, the independent owner of the data processing relating to the Facebook Pixel service, please refer to the following links:

- <https://it-it.facebook.com/privacy/explanation>
- <https://www.facebook.com/about/basics>
- <https://www.facebook.com/policies/cookies/>

Google Maps

On some pages there are interactive maps provided by Google, which may install cookies to detect information and preferences relating to this service. For more information on the use of cookies by Google, consult the Google privacy policy: <http://www.google.com/intl/en/policies/privacy>

YouTube

On some pages there are videos published on YouTube, which may install cookies to detect preferences on the use of this service. For more information on how YouTube uses cookies, see the privacy policy:
<http://www.google.com/intl/en/policies/privacy>

Social Networks

On the pages of the website there are buttons and Social Network widgets to facilitate interaction with social platforms and the sharing of content directly from the pages of this website.

For further information, the following are the website addresses of the information and the methods for managing cookies from the various social networks:

- Facebook: <https://www.facebook.com/help/cookies>

- Twitter: <https://help.twitter.com/en/rules-and-policies/twitter-cookies>
- Google+:
<http://www.google.com/policies/technologies/cookies>
- Pinterest: <https://policy.pinterest.com/en/privacy-policy>
- AddThis: <http://www.addthis.com/privacy/privacy-policy>