

Privacy Notice for Job Applicants Sydney Office

ICE – Agency for the Promotion and the Internationalization of Italian companies (from now on: ITA or Italian Trade Agency) that in this specific case, operates through its branch of ITA Sydney, (L19, 44 Market St, Sydney NSW 2000 - email: sydney@ice.it) is the data controller of the personal data that we collect from you as part of the recruitment process. This means that we are responsible for deciding how we hold and use personal information about you.

We are committed to protecting your privacy and complying with the General Data Protection Regulation (GDPR) and the Privacy Act 1988. This privacy notice explains how we collect, use, share and protect your personal data during the recruitment process.

What personal data do we collect and why?

We collect various types of personal data from you as part of the recruitment process, such as:

- Your name, contact details, date of birth, gender, nationality, immigration status, and any other information that you provide in your resume, cover letter, or application form;
- Your education, qualifications, skills, experience, achievements, and any other information that you provide in your resume, cover letter, or application form;
- Your references, feedback from previous employers, and any other information that you provide or authorize us to obtain from third parties;
- Your results from any online assessments (e.g. personality tests, cognitive ability tests) or video interviews that we may ask you to complete as part of the recruitment process;
- Any information that you provide during interviews or other interactions with us;
- Any information that we obtain from publicly available sources, such as professional social networks, job boards, or other websites;
- Any information that we collect from background checks or verification services that we may use to verify your identity, education, employment history, criminal record, credit history, or other information;
- Any information that we collect from biometric identifiers or behavioral biometrics that we may use to verify your identity or for security purposes. This may include fingerprints, voiceprints, facial geometry, keystroke dynamics, or other biometric data.

We collect and use your personal data for the following purposes:

- To assess your suitability for the position that you applied for or any other position that we may consider you for;
- To communicate with you about the recruitment process and your application status;

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- To conduct background checks and verification services as permitted by law and as necessary for the position that you applied for or any other position that we may consider you for;
- To comply with our legal obligations, such as verifying your right to work in Australia or reporting to tax authorities;
- To protect our legitimate interests, such as ensuring the security of our systems and premises, preventing fraud or misconduct, defending or asserting legal claims, or conducting audits;
- To comply with your requests or consent, such as contacting your references or providing you with reasonable accommodations.

We will only collect and use your personal data for the purposes that we have disclosed to you. If we need to use your personal data for a different purpose, we will notify you and explain the legal basis for doing so.

We will only collect and use your personal data to the extent that it is necessary for the purposes that we have disclosed to you. We will not collect or use more personal data than we need.

We will only collect and use your personal data if we have a valid legal basis for doing so. The legal bases that we rely on are:

- Your consent. You have the right to withdraw your consent at any time by contacting us via email at sydney@ice.it;
- Our legitimate interests or those of a third party. We will always balance our interests against your rights and interests;
- A contract or pre-contractual measures. This applies if we enter into an employment contract with you or take steps to do so at your request;
- A legal obligation. This applies if we are required by law to collect or use your personal data.

How do we protect your personal data?

We take appropriate technical and organizational measures to protect your personal data from unauthorized access, use, disclosure, alteration, or destruction. These measures include:

- Using passwords, firewalls, antivirus software, and other security tools to protect our systems and networks;
- Limiting access to your personal data to those who need it for the purposes that we have disclosed to you;
- Training our staff on confidentiality policies and procedures;
- Conducting regular technical reviews of our data protection practices and systems.

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How long do we keep your personal data?

We will only keep your personal data for as long as necessary for the purposes that we have disclosed to you. The retention period will depend on various factors, such as:

- The nature and type of the personal data;
- The purpose and outcome of the recruitment process;
- Our legal obligations and rights;
- Our legitimate interests.

We will delete or anonymize your personal data when it is no longer needed for the purposes that we have disclosed to you. If we are unable to delete or anonymize your personal data due to technical or legal reasons, we will securely store it and isolate it from any further processing until deletion or anonymization is possible.

Typically, in the context of job applications, data is retained for a minimum of 5 years from the conclusion of the contractual relationship, whether due to project completion or any other termination reason, including termination for default. This timeframe can be extended in the event of a judicial proceeding or as required by law.

Who do we share your personal data with?

We may share your personal data with the following categories of recipients for the purposes that we have disclosed to you:

- Our affiliates and subsidiaries, if they are involved in the recruitment process or have a legitimate interest in your personal data;
- Our service providers, contractors, and agents, who perform services on our behalf, such as online assessment providers, video interview providers, background check providers, verification services, recruitment agencies, or IT service providers;
- Our customers, clients, or partners, if you apply for a position that involves working with them or on their behalf, or if they have a legitimate interest in your personal data;
- Our professional advisors, such as lawyers, accountants, auditors, or insurers, who provide us with legal, financial, or other advice;
- Our regulators, authorities, or courts, if we are required by law to disclose your personal data or if we need to protect our rights or interests.

We will only share your personal data with third parties who respect your privacy and comply with the applicable data protection laws. We will not sell, rent, or trade your personal data with third parties for their own purposes.

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Some of the third parties that we share your personal data with may be located outside of the European Economic Area (EEA) or Australia. These countries may not have the same level of data protection as the EEA or Australia. If we transfer your personal data to these countries, we will ensure that there are adequate safeguards in place to protect your personal data, such as:

- The country has been deemed to provide an adequate level of protection by the European Commission;
- The recipient has signed a contract with us that includes the standard contractual clauses approved by the European Commission;
- The recipient has adopted binding corporate rules that have been approved by the relevant data protection authorities.

You can obtain more information about the safeguards that we use to transfer your personal data outside of the EEA or Australia by contacting us at sydney@ice.it.

What are your rights and how can you exercise them?

You have the following rights in relation to your personal data:

- The right to access. You have the right to request a copy of the personal data that we hold about you and to check that we are processing it lawfully;
- The right to rectification. You have the right to request that we correct any inaccurate or incomplete personal data that we hold about you;
- The right to erasure. You have the right to request that we delete or remove your personal data from our systems when there is no longer a legal basis for us to keep it;
- The right to restriction. You have the right to request that we limit the processing of your personal data in certain circumstances, such as when you contest its accuracy or object to its processing;
- The right to data portability. You have the right to request that we transfer your personal data to another organization or to you in a structured, commonly used, and machine-readable format;
- The right to object. You have the right to object to our processing of your personal data based on our legitimate interests or those of a third party. You also have the right to object to our processing of your personal data for direct marketing purposes;
- The right not to be subject to automated decision-making. You have the right not to be subject to a decision based solely on automated processing of your personal data, including profiling, that produces legal effects or significantly affects you. We do not use automated decision-making in our recruitment process.



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You can exercise these rights by contacting us at sydney@ice.it. We will respond to your request within one month or as required by law. We may ask you to provide proof of your identity and verify your request before processing it.

We will not charge you any fee for exercising your rights unless your request is unfounded, repetitive, or excessive. In such cases, we may charge you a reasonable fee or refuse to comply with your request.

If you are not satisfied with how we handle your request or if you have any complaints about how we process your personal data, you can contact our Data Protection Officer at privacy@ice.it or file a complaint with the relevant data protection authority.

Alternatively, you may contact the Italian Data Protection Authority, known as the 'Garante per la Privacy,' using the following details: Italian Data Protection Authority, located at Piazza Venezia No. 11, 00187 Rome, Italy (Email: protocollo@gpdp.it, Certified Email: protocollo@pec.gpdp.it). You may also seek recourse through the appropriate judicial authorities, either in Italy or Australia.

How can you contact us?

If you have any questions or comments about this privacy notice or how we process your personal data, you can contact us at sydney@ice.it.

The Italian Trade Agency appointed a Data Protection Officer who, in the event of questions or complaints, can be contacted at the following address: ICE – Agency for the promotion and the internationalization of the Italian company Via Liszt, 21 – 00144 Roma; e-mail: privacy@ice.it.

We may update this privacy notice from time to time to reflect changes in our practices or in the applicable laws. We will notify you of any material changes by posting the updated version on our website or by other appropriate means.

This privacy notice was last updated on 27/09/2023.

Date

Signature

(print name)