

PRIVACY NOTICE CV SUBMISSION

1. Data Controllers (Joint Controllers)

Personal data relating to job applications are processed under a joint controllership arrangement by:

Innovo PH Engineering Services S.r.l., Rome, Italy and

Innovo PH Engineering Services Germany GmbH, Munich, Germany

(hereinafter jointly referred to as the “**Joint Controllers**”).

For any data protection request: privacy@innovorenewables.com or info@innovo-ph.com

2. Categories of Personal Data Processed

The following personal data may be processed:

- Identification data (e.g., first name, last name, date of birth)
- Contact details (e.g., email address, phone number)
- Educational and professional background information
- Curriculum Vitae (CV)
- Any additional information voluntarily provided

3. Special Categories of Data

Applicants are invited not to include special categories of personal data pursuant to Article 9 GDPR (e.g., data concerning health, religious beliefs, trade union membership), unless strictly necessary.

If such data are provided, they will be processed exclusively for recruitment purposes and in compliance with applicable legal provisions.

4. Purpose of Processing and Legal Basis

Personal data are processed for the following purposes:

- Assessing the application;
- Managing the recruitment and selection process;
- Contacting the applicant for future professional opportunities.

Personal data contained in the Curriculum Vitae and any data provided through the form available in the “Careers” section are processed:

- pursuant to Article 6(1)(b) of Regulation, for the performance of pre-contractual measures taken at the request of the data subject, for the purpose of evaluating the application and the possible establishment of an employment or collaboration relationship.
- pursuant to Article 6(1)(f) of Regulation, for the purposes of the Joint Controller's legitimate interest in managing and organizing recruitment and personnel selection procedures, as well as retaining applications for future professional opportunities consistent with the candidate's profile.
- where the Curriculum Vitae contains special categories of personal data (for example, data revealing health conditions or trade union membership), pursuant to Article 9(2)(b) of Regulation (EU) 2016/679, in order to comply with obligations and exercise specific rights of the Joint Controllers or the data subject in the field of employment and social security law, within the limits established by applicable legislation.

5. Nature of the Provision of Data

Providing personal data is necessary for evaluating the application. Failure to provide such data may result in the inability to consider the application.

6. Processing Methods

Personal data are processed using electronic and organizational measures designed to ensure confidentiality, integrity, and security.

Access to personal data is restricted to authorized personnel and, where necessary, to service providers appointed as Data Processors.

7. Data Retention

Personal data relating to applications will be retained for a maximum period of 24 months from receipt of the CV (for Innovo PH Engineering Services S.r.l.) and for a maximum period of 6 months from receipt of the CV (for Innovo PH Engineering Services Germany GmbH), unless a longer retention period is required by law or unless the applicant requests earlier deletion. After this period, the data will be deleted or anonymized.

8. Transfers Outside the EU

Any transfer of personal data outside the European Union will take place in compliance with Chapter V of the Regulation (EU) 2016/679 and subject to appropriate safeguards.

9. Data Subject Rights

Applicants may exercise the rights provided under Articles 15–22 GDPR at any time by contacting the Joint Controllers at the above email addresses.

They also have the right to lodge a complaint with a competent supervisory authority, including:

- Garante per la protezione dei dati personali
- Bayerisches Landesamt für Datenschutzaufsicht

10. Updates

This Privacy Notice may be updated from time to time. The current version is published on this website.