

CANDIDATE PRIVACY POLICY

Dear Candidate,

Thank you for your interest in Peridot Solar! Before we proceed, we want to inform you about your rights and obligations under data protection legislation and provide details about how we will handle your personal data.

In accordance with the EU General Data Protection Regulation (2016/679) (“GDPR”), the personal data you provide as part of your application (“Personal Data”) will be processed in compliance with GDPR privacy obligations. This means your Personal Data will be:

- Used lawfully, fairly, and transparently.
- Collected only for valid purposes that we have clearly explained and not used in ways incompatible with those purposes.
- Relevant to the purposes we have communicated and limited only to those purposes.
- Accurate and kept up to date.
- Maintained only for as long as necessary for the purposes we have specified.
- Kept securely and protected against unauthorized or unlawful processing, loss, or destruction using appropriate technical and organizational measures.

Here is some additional information that might be of interest to you:

Data Controller

The Data Controller is Peridot Solar Italy SRL (“Data Controller” or “GGE”), you may contact the Data Controller at any time at the following email address: infoitalia@peridotsolar.com.

Types of data, purpose and legal basis

The Data Controller processes Personal Data collected during recruitment and selection activities. This includes personal data as defined by Article 4(1) GDPR, such as name, surname, address, email address, or mobile telephone number. It may also include special categories of personal data under Article 9(1) GDPR, relating to health status or ethnicity. Please do not disclose such data unless strictly necessary. If you provide this type of data without specific consent for processing (e.g., by sending a CV), we will consider it data made manifestly public by the data subject, as per Article 9(1)(e) GDPR. Consequently, the Data Controller will not be liable for any issues arising from the processing of such data. As previously mentioned, explicit consent to process special categories of Personal Data is essential if you choose to disclose this information.

We will use the Personal Data we collect about you to:

- Assess your skills, qualifications, and suitability for the role.
- Conduct background and reference checks, where applicable.
- Communicate with you about the recruitment process.
- Maintain records related to our hiring processes.
- Comply with legal or regulatory requirements.

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It is in our legitimate interest to determine whether to appoint you to the role, as it benefits our business to select a suitable candidate. Additionally, we need to process your Personal Data to decide whether to enter into a contract with you. The legal basis for processing your Personal Data is the execution of pre-contractual measures at your request, as outlined in Article 6(1)(b) GDPR.

Processing Methodology

The processing of Personal Data will be conducted using both manual and computerized methods, following criteria aligned with and functional to the purpose for which the data was collected. This will always be done in compliance with privacy and security standards as dictated by governing law and internal company practices. Personal Data will be processed according to standard criteria to achieve the stated purposes. The methods of processing may include telephone, email, or postal communication.

Recipients Data Categories

Your Personal Data will be processed exclusively by authorized personnel in accordance with Article 29 of the GDPR. To thoroughly evaluate your candidacy, your Personal Data may be shared with entities affiliated with GGE and with our legal, tax, or recruitment advisors, strictly for the intended purpose and under our direction. If Personal Data is collected from third parties, we will promptly inform you in compliance with Article 14 of the GDPR.

Transfer of Personal Data outside the EU territory

Your Personal Data may be shared with other entities affiliated Peridot Solar based outside of the EU territory as well. For those recipients located outside of the EU, the Company obtains the correct guarantees to ensure that the transfer of Personal Data is carried out in compliance with Chapter V of the GDPR.

Retention time

Your Personal Data will be deleted from our systems upon your specific request otherwise will be retained to ensure the possibility to contact you for any potential future opportunities. If you want your data to be removed please send your request to infoitalia@peridotsolar.com. In case you asked for the deletion of your data but you are interested in being considered for future positions after this date, please send us your CV again.

Your Rights

Please note that you have several rights regarding processing of your Personal Data under GDPR. Under certain circumstances, by law you have the right to:

- Request access to your Personal Data (commonly known as a “data subject access request”). This enables you to receive a copy of the Personal Data we hold about you and to check that we are lawfully processing it.
- Request correction of the Personal Data that we hold about you. This enables you to have any incomplete or inaccurate data corrected.
- Request erasure of your Personal Data. This enables you to ask us to delete or remove Personal Data where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your Personal Data where you have exercised your right to object to processing (see below).

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- Object to processing of your Personal Data where we are relying on a legitimate interest (or those of a third party) and there is something about your situation that makes you want to object to processing on this ground. You also have the right to object where we are processing your Personal Data for marketing purposes.
- Request the restriction of processing of your Personal Data. This enables you to ask us to suspend the processing of Personal Data about you, for example if you want us to establish its accuracy.
- Request the transfer of your Personal Data to another party.

You have the right to object to an official authority if you deem the aforementioned rights have not been recognized to you. Any request to exercise your rights, can be directed to the Controller by writing to Peridot Solar Italy SRL at the email address noted above.

Failure to provide Personal Data

If you fail to provide Personal Data when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), we may not be able to process your application further. For example, if we require references for this role and you fail to provide us with relevant details, we will not be able to take your application further.

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