

## Privacy Notice in accordance with Article 13 of EU Regulation 679/2016 (the “GDPR”)

### **Data Controller**

Enel S.p.A., with registered office at Viale Regina Margherita 137, Rome, (Italy) VAT reg. 00934961003 (“Enel” or the “Controller”), in its capacity as data controller, will process your data in accordance with the provisions of the applicable data protection laws and the terms of this Privacy Statement.

### **Data Protection Officer (DPO)**

The Controller has appointed a Data Protection Officer, who can be contacted at the e-mail address: [dpoenelhr@enel.com](mailto:dpoenelhr@enel.com).

### **Object and modalities of the processing**

Your personal data (“Personal Data”) are processed through the Avature Platform (the “P”) automatically and in paper.

Please note that, once you access the Portal, you are required to fill in the mandatory fields marked with an asterisk with your Personal Data. You are not required to fill in the other non-mandatory fields with Personal Data considered sensitive in accordance with Article 9 (1) GDPR.

For the purposes of this notice, processing of Personal Data shall mean any operation or set of operations which is performed using automated means and applied to Personal Data, such as collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, blocking, erasure or destruction.

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

Your personal data (“Personal Data”) are processed just in view of possible recruitment opportunities within Enel S.p.A and Enel Group companies.

The legal basis of the processing is constituted by the consent that you’ll give at the end of the present privacy statement.

### **Recipients of Personal Data**

We inform you that Personal Data collected may be disclosed to:

1. Authorised employees appointed by the Controller or by other Enel Group companies;
2. Third party companies or other subjects (“Third Party”) who, on the basis of a specific contract, perform outsourcing activities on behalf of the Controller, in the capacity of Data Processor also outside the European Union.

## **Transfer of Personal Data**

Your Personal Data will be processed within the European Union and stored on servers located within the European Union. The same data may be processed in countries outside the European Union, provided that an adequate level of protection is guaranteed, recognized by a specific adequacy decision of the European Commission. Any transfers of Personal Data to non-EU countries, in the absence of a European Commission adequacy decision, will only be possible if Data Controllers and Data Processors involved provide adequate guarantees of contractual nature, including (“Binding Corporate Rules”) and standard contractual data protection clauses.

The transfer of your Personal Data to third countries outside the European Union, in the absence of an adequacy decision or other appropriate measures as described above, will be made only if you have explicitly consented to it or in the cases provided for by the GDPR and will be processed in your interest. In these cases, we inform you that, although the Enel Group adopts operating instructions common to all the countries in which it operates, the transfer of your Personal Data may be exposed to risks related to the peculiarities of local legislation regarding the processing of Personal Data.

## **Period of storage of the Personal Data**

Your Personal Data will be stored for the above purpose according with the principles of proportionality and necessity, until you decide to delete them yourself and in any case until the purposes of the processing have been fulfilled.

In any case, your Personal Data will be deleted automatically three years after the closure of the recruitment procedure under which you applied. In case of a positive result of the recruitment process, Enel will store your Personal Data.

## **Data subject rights upon Personal Data**

Pursuant to Articles 15–21 of EU Directive 2016/679 (GDPR), in relation to the Personal Data disclosed, you have the right to:

1. Access your Personal Data and request copies;
2. Request that Personal Data be rectified;
3. Request that your Personal Data be erased;
4. Request that processing of your Personal Data be restricted;
5. Object to your Personal Data being processed;
6. Obtain your Personal Data in a structured, commonly used, machine-readable format, and to transfer your Personal Data to another data controller without hindrance, where technically feasible.

You will be able to withdraw your consent at any time but this withdrawal will not allow you to participate in the recruitment process.

The Portal provides a very accessible interface as to facilitate the exercise of your rights; you can directly modify the Personal Data you inserted, just entering in your personal page.

For more information about your Personal Data, please contact the Enel Personal Data Protection Officer at the e-mail address [dpoenelhr@enel.com](mailto:dpoenelhr@enel.com), making sure to include “Avature” in the subject line.

Please note that you have the right to lodge a complaint with the Data Protection Authority in Rome (“Garante per la Protezione dei Dati Personali”), based in Rome, Piazza Venezia 11, 00187 Rome, Tel. (+39) 06.696771, e-mail: [protocollo@gpdp.it](mailto:protocollo@gpdp.it).

I have read the Privacy Notice provided above and hereby consent to the transfer of my Personal data to Third Countries outside European Union, where Enel is present.