

## INFORMATION FOR APPLICANTS

pursuant to s. 13 of the Legislative Decree no. 196 of 30 June 2003, concerning the "PERSONAL DATA PROTECTION CODE" ( hereinafter also the "Code")

In your capacity of data subject, that is the subject to whom the personal data refer (hereinafter referred to as "Data"), pursuant to Legislative Decree 196/03, "Personal Data Protection Code", we wish to make you aware of the following:

- a) The collection and processing of Data relating the data subject shall be carried out in order to allow Spencer Stuart Italy Srl (hereinafter the "Company " or "Spencer Stuart"), or other Group companies, associates and/or affiliated of:
- make its own research and selection of staff and executive directors (executive search) in favor of corporations, companies or entities potentially interested;
  - verify the consent's degree of the data subject in relation to the services offered by Spencer Stuart, and send communication with reference to the events organized by the Company.

- b) The Data that will be acquired will not affect beliefs, trade union or political membership as well as political opinions, religious or trade union, gender, sexual orientation, marital status, family or pregnancy, age, disability, race, ethnic origin, color, ancestry, national origin, language, health, any disputes with previous employers as well as the facts not relevant to the evaluation of its professional attitude and performance.

- c) The Data processed by electronic means or otherwise, will be kept in both paper and computer files, in compliance with the provisions of the Code, as well as with the ethical principles set out in our Code of Ethics. In order to ensure maximum privacy in the computer processing, access is allowed only through a ID code and a password to the person in charge of processing appointed by the Company. Data can be updated and integrated on the basis of publicly information and/or collected from third parties.

Spencer Stuart also reserves the right to make appropriate checks on the veracity of the Data, in particular with regard to academic qualifications, previous work experience, hiring of professional duties or institutional positions, even contacting the persons indicated by the data subject as well as contacting his former employers and any other person with whom the data subject has entered into contact

Since the Spencer Stuart computer network is international, the inclusion of Data in our database involves that they are electronically available from all branches of our Company in the world.

- d) The provision of Data to our Company is optional. Any refusal to provide data to our Company for the purposes referred to in paragraph ai) involves only the effect of preventing the insertion of the data in our global database and, therefore, can not take into account the data of the individual concerned in the selection of resources to cover the working positions sought by customers of our Company, and with reference to the purposes

Amsterdam  
Atlanta  
Barcelona  
Beijing  
Bogota  
Boston  
Brussels  
Budapest  
Buenos Aires  
Calgary  
Chicago  
Copenhagen  
Dallas  
Dubai  
Frankfurt  
Geneva  
Hong Kong  
Houston  
Istanbul  
Jakarta  
London  
Los Angeles  
Madrid  
Melbourne  
Mexico City  
Miami  
Milan  
Minneapolis, PA  
Montreal  
Moscow  
Mumbai  
Munich  
New Delhi  
New York  
Orange County  
Paris  
Philadelphia  
Prague  
Rome  
San Francisco  
Santiago  
Sao Paulo  
Seattle  
Shanghai  
Silverdale  
Singapore  
Stanford  
Stockholm  
Sydney  
Tokyo  
Toronto  
Vienna  
Warsaw  
Washington, D.C.  
Zurich

# SpencerStuart

referred to in paragraph a.ii ) , refusal to provide data involves the ' impossibility for the company to proceed with the disbursement of the activities described herein

e) - The Data will be disclosed to Spencer Stuart Group's companies or other Group companies, associates and/or affiliates, in Italy and in countries inside and outside the EU.  
This transfer to Spencer Stuart Group's companies, also in countries outside the EU, has been authorized by the Garante on October 30, 2013, by the resolution of the same date, passed on according to art. 44, paragraph 1, letter a) of Legislative Decree no. 196/2003, and will be implemented as described in the "*Binding Corporate Rules*" (BCR) prepared by the Group Spencer Stuart, to achieve the objectives indicated in the above BCR.

- Data can be also communicated to clients - companies or organizations potentially interested in the job profile of the data subject - except for any specific exclusions set forth in writing by the data subject - as well as in order to verify the accuracy of the data referred to in clause c) - to the persons indicated by the data subject as the contact persons at his previous employers, and any other entity the data subject entered in contact during his work activity. These subjects may be resident in Italy or abroad even not EU countries.

In addition the Personal Data of the data subject can also come to the attention of those, internal and external Data Processors as well as the persons in charge of the processing of the Company as the staff of personnel department.

Data will be stored in corporate databases for a period of time longer than necessary to achieve the purposes referred to in clause a) as well as for performance of legal obligations.

f) In relation to the processing of Data, data subject is entitled to exercise the rights under Art . 7 of Legislative Decree no. 196/03, among which, we remind the right to obtain at any time confirmation of the existence or less of the Data, to know the content and origin, to verify its accuracy or request its integration or updating, or rectification.

g) The Data Controller is Spencer Stuart Italy Srl, with registered office in Milan, Via Visconti di Modrone 12, Tel 02-771251, Fax 02-782452, website: [www.spencerstuart.com](http://www.spencerstuart.com)

h) Data Processor is the Manager of the Company's " IT Leader", Ms. Cinzia Cilia, domiciled for the office at the company's headquarters, to be contacted to exercise the above rights under Art. . 7 Legislative Decree n. 196/03.  
The updated list of Data Processors, to which the Data of the data subject will be communicated, is available upon request to the Data Controller, at the Company's registered office cited above.