

Privacy Statement

This website ("Site") privacy statement ("Statement") describes how Robert Half S.r.l. ("We", "we", or "RH") may use and disclose personally identifiable information that we may collect about you through the Site ("Personal Data"). Robert Half S.r.l., Via Vincenzo Monti, 15 - 20123 Milan is the Controller responsible for the processing of your Personal Data, collected through this Site and stored through an electronic system managed by RH located at our offices as above specified. This Statement provides you the information required by section 13 of Legislative Decree 196/2003 consolidated ("Privacy Code"). By using this Site, you acknowledge that the processing of your Personal Data is performed in accordance with and as described in this Statement.

Collections and Uses of Personal Data

Personal Data will be provided by you or lawfully collected from third parties (for example your references). When you use or register with the Site, we may ask for certain Personal Data. The categories of Personal Data we may request include your name and contact information (email, address and phone number). Depending on the nature of your inquiry or activities on the Site, we may also ask for your job search criteria and preferences, your employment experience, educational history, your skills, your salary, expectations, personality, references information, background information, other information contained in your resume, and any login ID and password created by you. Information about your health and/or court/criminal record is processed in accordance with the restrictions imposed by the Privacy Code and only if it is relevant to your application. If you provide RH with information about third parties, RH will assume that the third party in question according to the Privacy Code has been informed and given you permission to do so and to Robert Half to collect, to process and to transfer their Personal Data as described in this Statement.

In the sections of the Site Personal Data is collected it is published a specific privacy statement and when requested by the Privacy Code RH asks for your consent. You acknowledge that RH will get in touch with the references you provided and will collect, process, transfer and use your Personal Data, including sensitive data, within the meaning described above, for such period as needed for achieving the purposes as set forth above. Personal Data are processed mainly through electronic and automated means and with deployment of the security measures provided by the Privacy Code to guarantee their protection and confidentiality.

You declare that all information which you have provided or will provide to RH is true, correct and not misleading. Should any of this information change, you shall inform RH without any delay.

Purposes of the processing of Personal Data

RH will process your Personal Data within the context of private employment mediation (temporary employment and/or recruitment), to comply with laws and to otherwise provide you with requested information or services. With your consent RH may also use these Personal Data to produce statistics and to send you, also through automated e-mail messages or other electronic messages, marketing materials regarding its services, including employment information. You always have the opportunity to choose to no longer receive such messages or other direct marketing information by contacting RH via the WEBMASTER FEEDBACK www.roberthalf.it/feedback or on the above mentioned postal address; furthermore, in each e-mail communication it will be explained how you can revoke the consent.

Providing of your Personal Data is necessary for performance of private employment mediation activities, to provide you with the requested information and services and comply with laws; if you don't provide your Personal Data RH will be prevented from providing you the requested services or information as above specified. Providing of your Personal Data for marketing and statistics purposes as above specified is optional and denial thereof will have no consequence.

Disclosures of Personal Data

RH may disclose Personal Data to third parties including intra-group. The disclosure to third parties would occur in the following circumstances. We will disclose information to our clients where necessary and appropriate in connection with the provision of staffing services. We may disclose information to companies and individuals we employ to perform business functions and services on our behalf. Such functions may include, for example, hosting our Web servers, analyzing data, providing legal, accounting and marketing services.

We may disclose information to the extent necessary or appropriate to government agencies, advisors, and other third parties in order to comply with applicable laws, the service of legal process, or if we reasonably believe that such action is necessary to (a) comply with the law requiring such disclosure; (b) protect the rights or property of RH or its affiliated companies; (c) prevent a crime or protect national security or (d) protect the personal safety of the users or the public.

Third parties addresses of communications will act under applicable privacy laws as Controllers, Processors or persons in charge of processing. Personal Data will be accessed by our personnel charged with processing on a need-to-know basis and our Processor, if appointed. You can ask RH the updated list of Processors and third parties addresses of data communications.

Transfer of Personal Data outside the European Economic Area ("EEA")

RH is part of an international group of companies operating globally; RH may also communicate your Personal Data to third parties and other group companies of RH, including its parent company Robert Half International Inc. in the United States, who may use or process your Personal Data for the same purpose as described above.

With your consent RH will transfer your collected and held Personal Data to any country, including countries outside the EEA, which may not have an adequate level of data protection, for any of the purposes as described in this Statement.

Right of access to and correction of Personal Data

Please get in touch with Robert Half S.r.l., Via Vincenzo Monti, 15 - 20123 Milan , or via the WEBMASTER FEEDBACK www.roberthalf.it/feedback if you wish to make use at any moment of your privacy rights under Section 7 of the Privacy Code, for example to obtain confirmation that we hold Personal Data on you, verify their content, origin and accuracy, ask for their integration, updating, amendment, deletion, anonymization, block for breach of laws, oppose the processing for legitimate reason, or if you have any other questions in connection with their being processed.

Revisions to the Statement

If we change this privacy statement we will post any updates here for your review. If we change material terms in this Statement, we will provide notice of the revised statement for 10 days on the home page at www.roberthalf.it with a link back to this page.