

Given the new regulations on the protection of personal data introduced by EU Regulation 2016/679, which is the basis for legislation on the processing of personal data and the protection of such data for EU Member States and which will apply from 25 May 2018, we wish to reconfirm our commitment to process your personal data in a transparent manner and in compliance with all the rights you enjoy under the law.

For this purpose, below you will find the main elements that we consider useful for you to know in this regard, as "data subject".

The main elements listed below are not restrictive and do not in any way affect the definitions, regulations set by EU Regulation 2016/679 as well as the rights and obligations of the data subjects covered by that Regulation that are to be fully applicable.

The rights of the data subjects covered by the Regulation to resort to all legal remedies established by EU Regulation 2016/679 are fully respected, the controller taking direct responsibility for all obligations under this Regulation.

WHAT ARE THE PERSONAL DATA

Any information by which a natural person becomes identifiable such as: a name, an identification number, location data, an online identifier or to one or more elements specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

WHAT IS THE PERSONAL DATA PROCESSING

Any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission (including to third parties), dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction

WHAT ARE CATEGORIES OF NATURAL PERSONS WHOSE DATA CAN BE PROCESSED

Personal data processed by IMS Rom SRL belong to the following categories of natural persons: beneficiaries / potential beneficiaries of services provided by the controller, employees, family members of the data subject / persons designated by the data subject as contact persons in relation to the controller.

WHY DOES IMS ROM SRL PROCESS PERSONAL DATA

IMS ROM SRL processes personal data for the fulfillment of legal obligations, in order to perform the activity of selection and placement of workforce, for the conclusion and execution of the individual labor contract and the undertaking of all the steps for accomplishing these

purposes according to the legislation in force, for the purpose of making the salary payment by bank transfer as employer / empowered agent of the employer.

TO WHOM MAY IMS ROM SRL DISCLOSE PERSONAL DATA

IMS ROM SRL may disclose personal data to the following categories of recipients: the data subject, the legal representatives / family members of the data subject, the employees of the controller, the contractual partners of the controller, the employer / potential employer of the data subject and the representative agents of the former (travel agents, port agents, transfer agents) in EU / EEA countries and also outside the EU / EEA (for transfers outside the EU / EEA, the controller will base its transfer of personal data on the basis of Article 49 (c) of the Regulation); other companies in the same group with the controller (IMS USA, IMS Norway, IMS Slovenia), partner banks, insurance and reinsurance companies, certification bodies, competent authorities according to applicable law.

WHAT ARE THE RIGHTS OF DATA SUBJECTS:

The rights of the data subjects are fully included in **REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation)**

THE RIGHT TO BE INFORMED - the right to be informed about the processing and protection of personal data by IMS ROM SRL;

THE RIGHT OF ACCESS TO PERSONAL DATA - the right to obtain from the data controller the confirmation that personal data is processed or not by the data controller;

THE RIGHT TO RECTIFICATION - the right to obtain the rectification of inaccurate personal data and the completion of incomplete data;

THE RIGHT TO ERASURE OF PERSONAL DATA ("THE RIGHT TO BE FORGOTTEN") - the right to obtain the deletion of personal data, subject to legal compliance;

THE RIGHT TO RESTRICTION OF PROCESSING - the right to obtain, as long as the legal conditions are met, the marking of stored personal data in order to limit their further processing;

THE RIGHT TO DATA PERSONAL DATA PORTABILITY - the right to receive personal data in a structured, commonly used and readable form, as well as the right to transmit such data to another data controller, subject to legal compliance;

THE RIGHT TO OBJECT - the right to oppose at any time, for good and legitimate reasons related to the particular situation, the processing of personal data, subject to the fulfillment of the legal conditions;

THE RIGHT NOT TO BE SUBJECT TO AUTOMATED INDIVIDUAL DECISION-MAKING, INCLUDING PROFILING - the right to request and obtain the annulment or reassessment of any decision based exclusively on the processing by automatic means (including the setting up of profiles) that produces legal effects or affects, to a significant extent, the data subjects

THE RIGHT TO FILE COMPLAINT WITH THE NATIONAL SUPERVISORY AUTHORITY FOR PERSONAL DATA PROCESSING OR COMPETENT COURTS OF LAW - the right to file a complaint with the National Supervisory Authority for Personal Data Processing, respectively the courts competent to defend any rights guaranteed by the applicable legislation in the field of personal data protection, which have been violated

This controller's confidentiality policy is to be interpreted and applied in strict accordance with the provisions of REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation).

This Regulation shall apply directly to any relationship and legal relationship between the controller and the data subjects referred to in the Regulation, for all aspects not provided in this Privacy Policy its provisions being applicable, provisions that will prevail in any circumstances.