



PRIVACY NOTICE FOR PEOPLE APPLYING FOR A POSITION AT LANARTEX

PURSUANT TO ARTICLES 13 AND 14 OF REGULATION (EU) 2016/679 (GDPR)
AND ARTICLE 111-BIS OF D.LGS. 196/2003

1. WHO PROCESSES YOUR DATA

Lanartex S.r.l., Via Primo Maggio 27, 59013 Montemurlo (PO), Italy, VAT number and tax code 02055730978. For privacy matters: privacy@lanartex.it · PEC (certified e-mail) lanartex@pec.it · tel. +39 0574 071701.

2. HOW YOUR DATA REACH US

For open positions you apply through the recruitment portal where we publish the vacancy (for example Indeed): all applications go through it, so the selection process is the same for everyone. The portal processes your profile data as an independent controller, under its own privacy notice; we process the application we receive. For speculative applications or questions you can write to labo@lanartex.it. Our website does not collect CVs.

3. WHAT DATA

The data you choose to send us: personal and contact details, CV, education, experience and skills, and whatever emerges during interviews. Please do not send us data we do not need, especially health data or other special categories of data: we process them only when the law requires it, for example for membership of protected categories (Law 68/1999). We do not ask how much you earned in previous jobs.

4. WHY, AND ON WHAT LEGAL BASIS

- To assess your application, arrange interviews and tests, and tell you the outcome: pre-contractual measures requested by you (Article 6(1)(b) GDPR). No consent is needed for CVs sent on a speculative basis (Article 111-bis D.Lgs. 196/2003).
- To consider you for other positions over the following 12 months: same legal basis; you may object at any time.
- Legal obligations, for example on protected categories and pay transparency (Articles 6(1)(c) and 9(2)(b) GDPR).
- To defend a right of ours, should the need arise (legitimate interest, Article 6(1)(f) GDPR).

Providing your data is optional, but without the essential data we cannot assess your application. We do not take automated decisions: every application is read by a person.



5. WHO SEES YOUR DATA

The Lanartex staff involved in recruitment, who are authorised and bound by confidentiality; the providers of our IT services (e-mail, storage), appointed as data processors; consultants and public bodies, only where required by law. We do not disseminate your data.

6. OUTSIDE THE EUROPEAN UNION

Some providers may process data outside the European Economic Area, always with the safeguards required by the GDPR: adequacy decisions, such as the EU-US Data Privacy Framework, or standard contractual clauses.

7. HOW LONG WE KEEP YOUR DATA

For the duration of the selection process and then for no more than 12 months from receipt. If you are hired, the data are transferred to your personnel file, covered by the relevant privacy notice. Beyond these periods we keep them only to comply with legal obligations or to defend a right.

8. YOUR RIGHTS

Access, rectification, erasure, restriction, portability and objection (Articles 15-22 GDPR): write to privacy@lanartex.it. The procedure and the form for exercising them are in the Downloads area of the website. You may also lodge a complaint with the Garante per la protezione dei dati personali (Italian Data Protection Authority, www.garanteprivacy.it).

Montemurlo, 1 October 2026

The Data Controller – Lanartex S.r.l.