



PRIVACY POLICY

This page outlines the website management methods with reference to the processing of personal data of users visiting the website.

The privacy policy herein outlined is relevant, pursuant to Article 13 of Italian legislative Decree no. 196/2003 - Personal data protection code - to all users interacting with the Web services of Sammontana S.p.A. that are accessible via computer processing means from the following Internet address:

<http://www.sammontana.it/>

which corresponds to the website's homepage.

The privacy policy is exclusively relevant to the Sammontana S.p.A. website and does not apply to other websites accessible by users through relevant links.

The privacy policy is also inspired by Recommendation no. 2/2001 issued by the Working Party, a European body established by Article 29 of Directive 95/46/EC, regarding the protection of personal data. Said Recommendation was adopted on 17th May 2001 and identifies certain minimum requirements for collecting personal data online in the European Union; in particular, it describes the methods, duration and nature of the information that data controllers must provide to users when the latter access the Web pages, regardless of the purposes of the access.

The data controller

Following consultation of this website, data relative to identified or identifiable persons may be processed.

The data processing controller is Sammontana S.p.A., with headquarters in via Tosco-Romagnola 56, Empoli (Italy), in the person of its pro-tempore legal representative.

Place of data processing

Data processing associated with the Web services of this website takes place at Adacto s.r.l. and is exclusively performed by technical personnel employed by the company responsible for the data processing, or by any personnel assigned to occasional maintenance operations.

No data deriving from the Web service shall be disclosed or diffused.

Type of data processed

Navigation data

During the course of their normal operation, the IT systems and software procedures controlling the functioning of this website acquire certain personal data whose transmission is implicit in the use of the Internet communication protocols.

Said data is not collected to be associated with identified subjects but, due to its specific nature, may allow for identifying users through processing and associations with data owned by third parties.



This data category includes IP addresses or domain names of computers used by users that connect to the website, URI (Uniform Resource Identifier) addresses of the requested resources, the time of the request, method used in submitting the request to the server, size of the file obtained in reply, numerical code indicating the status of the answer given by the server (successful, error, etc.) and other parameters relative to the operating system and the user's IT context.

This data is exclusively used for extracting anonymous statistical information concerning use of the website and for controlling its correct operation, and is deleted immediately after its processing. The data may be used to ascertain responsibility in the event of possible IT crimes damaging the website: apart from this possibility, currently data on Web contacts is not retained for more than seven days.

Data voluntarily provided by the user

The voluntary, explicit and optional sending of email messages to the addresses contained in this website implies the subsequent acquisition of the sender's address - required for replying to requests - in addition to any other personal data included in the message itself.

Specific summary information shall be gradually reported or displayed on the website pages dedicated to particular services on demand.

Data supplied voluntarily by the user in the "work for us" section

Any person submitting a resume should be aware of the fact that the data therein contained shall be exclusively used by Sammontana and other companies of the Group, in compliance with the applicable laws.

All the above-mentioned data provided by the subject shall be retained by Sammontana and processed by the latter for the necessary duration; the data subject may, at any time, exercise his/her rights pursuant to Article 7 of Italian Legislative Decree no. 196/2003.

Optional nature of data conferral

Apart from that specified regarding the navigation data, the user is free to submit his/her personal data indicated in the request forms to the Controller, or indicated in the contacts with the Controller for prompting the sending of informative material or other communications.

Refusal to confer data may determine the impossibility of fulfilling the user's requests.

Methods of data processing

The personal data is processed using automated equipment for the strict time necessary to achieve the aims for which it was collected.

Rights of the data subjects

The data subjects have the right to obtain, at any time, confirmation of the existence or not of personal data concerning them and to be informed of its content and origin, verify its correctness or request its integration, updating or rectification.



The data subject may exercise the following rights, as outlined in Article 7 of Italian legislative decree no. 196/2003 which specifies that:

1. *"The data subject has the right to obtain confirmation of the existence or not of data regarding him/her, even if not yet recorded, and their communication in intelligible form.*
2. The data subject has the right to obtain indication:
 - a. *Of the origin of personal data.*
 - b. *Of the aims and methods of data processing.*
 - c. *Of the logic applied in the event of processing carried out with the aid of electronic equipment.*
 - d. *Of the identification details of the data processing owner, of the data processing supervisors and the designated representative, pursuant to Article 5, Paragraph 2.*
 - e. *Of the organisations or categories of organisations to whom personal data may be communicated or who can acquire knowledge of them in their capacity of designated representative in the territory of the country, officers or appointees.*
3. The data subject has the right to obtain:
 - *The updating, rectification or, should he/she be interested, the integration of the data.*
 - a. *The cancellation, transformation in anonymous form or blockage of data processed unlawfully, including that whose storage is unnecessary in relation to the aims for which the data was collected or subsequently processed.*
 - b. *A statement that the operations indicated at letters a) and b), including their content, have been made known to those whom the data has been transmitted or released, except where this reveals to be impossible or requires the use of means that are clearly disproportionate to the protected right.*
4. The data subject has the right to completely or partially oppose:
 - *For legitimate reasons, the processing of personal data regarding him/her, even if relevant to the aims of its collection.*
 - a. *The processing of personal data regarding him/her for the purpose of mailing advertising or direct sales material, or for carrying out market or commercial communication surveys. "*

Pursuant to the above-mentioned Article, the data subject may request the cancellation, transformation in anonymous form or blockage of any data processed unlawfully, and he/she may oppose processing of data for legitimate reasons, in any case.

Any requests in this regard must be submitted to Sammontana S.p.A. via Tosco-Romagnola, 56 – 50053 Empoli (FI) - Italy.

Cookies

Sammontana uses cookies in order to help users to customise and optimise their navigation on the website, also in terms of time saving. A "cookie" is a text file located in the temporary memory of individual user computers ("session cookie") and in the fixed memory ("permanent cookie") through the Web page of a server. The cookies are not used for installing programmes or transmitting viruses to other computers. The cookies are simply allotted to computers and individual users, and can only be read through a Web server in the domain that issued the cookie for the single user.

One of the main reasons behind the use of cookies is to provide a convenient website configuration to enable users to save time. Cookies are used to notify the Web server when the user returns to a specific page. Whenever the user returns to the Sammontana website, the cookies enable Sammontana to retrieve previously supplied information so that individual users can easily use the configuration created by themselves. For example, if an individual user customises the Sammontana pages or registers to certain services, thanks to the cookie he/she may retrieve certain specific data (e.g. user name, password, preferences).



Sammontana mainly uses session cookies that are not stored in the hard disk of computers of individual users. The session cookies expire after 2 hours of inactivity or when the browser is closed. Thanks to cookies, Sammontana is able to offer quicker, more accurate results and enhanced customisation of websites. When users carry out a job search or submit job applications online, our system processes a great deal of data/details and transfers them through each page of the effected search or application. The information processed includes the job search criteria used, data identifying the resume, cover letter, job to which the application refers, the right to work in a specific country, the results of questionnaires completed during the job application process and general, non-personal population data. Session cookies enable Sammontana to keep track of this data until the user has completed his/her search or job application. Sammontana also uses the cookies to identify any users that have been prohibited from participating in Sammontana forums as a result of conduct not conforming to the website's methods of use, in addition to tracking the sequence of activated windows (click streams), analysing upload speed and allowing users to navigate when diverting them to new Web pages.

Sammontana uses permanent cookies mainly to signal Web pages that have already been visited by users and to customise access to the website by individual users so as to ensure time saving. Permanent cookies enable Sammontana to detect whether the user has replied to every list or has visited an announcement or notice, also during subsequent accesses to the Sammontana website. If the user has a collaboration agreement with Sammontana, the latter may use permanent cookies to recall the status of the collaboration agreement and to display the correct information on prices for accessing the Sammontana website. If the user registers to the Sammontana website with the username and password of his/her Microsoft Passport, the permanent cookies enable Sammontana to access and collect information contained in the Microsoft Passport profile, so as to allow for quicker access to the Sammontana website by users.

Security

Sammontana has installed appropriate technical security programmes to protect data and information submitted by users against accidental losses, unauthorised use and access, alteration or diffusion. In particular, each account, password or any traffic within the Sammontana network is encrypted (i.e. transferred from the computers of individual users to the Sammontana servers). Regardless of the implementation of such measures, the Internet is an open system and Monster cannot guarantee against unauthorised third parties breaking the implemented security systems and using the available data unlawfully.

Every effort will be made to ensure maximum compatibility between the functions of this website and the automatic privacy control mechanisms available on some products used by users.

Taking into account that the degree of evolution attained by these automatic control systems does not imply that they are free of errors or malfunctions, we hereby wish to specify that this document, published on the following Internet address

http://www.sammontana.it/privacv/privacv_policv.swf

constitutes the "Privacy Policy" of this website, and will be subject to updating.