

PRIVACY POLICY

(Art. 13 REG. UE 2016/679)

HRC International Academy S.R.L. (hereinafter referred to as HRC for brevity) respects the privacy policy of its users and is committed to protecting the personal data given. The collection and processing of personal data takes place when necessary in relation to services being requested by the user, or when the user decides to communicate his/her personal data. In such circumstances, this privacy policy explains the methods and processing of the user's personal data.

Data Controller

The data controller responsible for your personal information is: HRC International Academy S.r.l. (hereinafter "HRC Academy"), Rome (00144), Via della Sierra Nevada n. 108, VAT and tax code 14332251009. For any queries relating to privacy, you can contact us at DPO@hrcigroup.com. The processing shall be carried out using both manual and computerised tools in compliance with the regulations in force using the principles of correctness, lawfulness, transparency, pertinence, completeness, accuracy and with the appropriate technical and organisational measures that guarantee the security, integrity and confidentiality of the data processed. For the purposes expressed in this statement, only non-special personal data will be processed. Specific information may be presented on the other pages of the HRC Group Sites in relation to particular services or data processing provided by the User or the Data Subject and appropriate consent will be collected where necessary.

Scope and purpose of processing

HRC Webinars aim to connect professionals using this sharing tool in order to share, benchmark, ask and/or provide professional advice, share business practices and video contents, keep updated professionally and much more.

Your personal data, may be used by all data controllers for the following scope and purpose:

- a) Enrolment and registration to **The Generational Equation: can the workplace truly change lives?** (hereinafter "Webinar" or "event");
- b) recordings of audio/video contents of the Webinars shared documents; recordings are not foreseen in all events, participants may choose to deactivate audio/video. Comply with the laws connected to carrying out the group's events;
- c) Publish and share extracts of the Webinar on the HRC website or on International Academy's Social channels;
HRC's communication channels are the following:
 - a. Websites;
 - b. Social media (Facebook, LinkedIn, Instagram, YouTube, MYHRGoal.com, Learning Square, website);
 - c. Other computers and print media.
- d) Send information regarding the activities, initiatives, events and other services provided by HRC International Academy S.r.l.;
- e) Transfer to third parties, in particular to Partners / Expert Insights of the Event, of your data (such as: name, surname, reference company, job title, email) so that the Partner can contact you to offer you goods and/or services. It is understood from now on that the Partner will treat your data as an autonomous owner, so it may use your data to pursue its own purposes (you can see more information about the Event Partner on the site <https://community.hrcigroup.com/en/eventi/generational-equation-20250619/>, in the area reserved for the calendar of events to which you intend to register).

Regarding points a), b) e c) the processing and consent to use your personal data is necessary (art. 6 point b) and c Reg. EU 2016/679 and subsequent amendments) inasmuch as any refusal of consent could determine the impossibility to participate to the event /webinar.

With specific reference to the purpose referred to in letter d) of this statement, it is instead necessary to acquire specific authorization consent (art. 6 letter a) of EU Reg. 2016/679 and subsequent additions), which means the possibility of using your data, by the Data Controller, to send you commercial communications. Please note that you can revoke your consent at any time, through the unsubscribe procedure within our DEM (Direct Email Marketing).

In relation to the purposes referred to in letter e) is instead necessary the acquisition of specific authorization consent (Article 6 letter a) of Reg. EU 2016/679 and subsequent additions), which is understood with the possibility of transfer to the Partners of the Events of your data.

Types of data processing

The Data Controller will process the following:

- Personal Data (Name, surname, company, job title, email, photo video/audio recordings - participants may choose to deactivate audio/video-).

Data processing methods

Authorised persons will process data manually or electronically only, in full compliance with the principles of lawfulness, fairness, transparency, purpose limitation, storage limitation, data minimization, accuracy, integrity and confidentiality.

Storage Times and Methods

Your data will be stored at the headquarters of the Controller in paper and digital archives as follows:

- for the purposes indicated in letters a), b), c) for a period of 5 years.
- for the purposes referred to in letter d) and e) up to a maximum of 24 months and in any case until any revocation of consent.

Recipients

Your personal data may be transferred to:

- External collaborators involved in the administrative/accounting management, in the capacity of external data processors, who operate on behalf of the Data Controller (for all the purposes specified above);
- Judicial and administrative authorities, for the fulfilment of legal obligations (for the purposes referred to in point (a));
- Partners of the Event who will process the data as separate and independent Data Controller.

Transfer of Data Abroad

Your personal data will not be transferred outside the European territory (EU).



Rights of the Interested Party

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You will be able to exercise the rights under Articles 7 paragraph 3, 15, 16, 17, 18, 20, 21 and 77 of EU Reg. 2016/679 on the protection of personal data such as the revocation of data, the confirmation of their existence, the indication of the origin of the data, the purposes and methods of processing, updating, rectification, integration, portability, and the possibility to object to the processing.

This exercise may be carried out by making a request to the Data Controller through the e-mail address **dpo@hrcigroup.com**.

These permissions do not allow the use of my photographic image and / or audiovisual and my personal data in contexts that undermine the dignity

personal dignity and decorum and in any case for a use and / or purposes other than those mentioned above and may be revoked at any time by making a request to the e-mail address **dpo@hrcigroup.com**.