

**INFORMATION TO DATA SUBJECTS IN ACCORDANCE WITH ART. 13 OF ITALIAN LEGISLATIVE
DECREE NO. 30/06/2003, NO. 196**

Dear Sir/Madam,

Professional Solutions S.r.l., in its specialized divisions Badenoch&Clark and Spring Professional, performs the processing of your personal data in full respect of your rights, with particular reference to confidentiality and your right to personal data protection.

The processing of your personal data is regulated so as to ensure a high level of protection of the same, in compliance with existing privacy regulations, by way of strict internal technical and regulatory provisions, as well as the provision of specific and periodic staff training courses.

As required by Art. 13 of Italian Legislative Decree no. 196/03, we hereby inform you that the processing of the personal data provided or acquired will occur by way of manual, IT and electronic tools, with logics and methods strictly related to the possible purposes of selecting and recruiting personnel; implementing any contractual relationship; conducting training courses or performing studies and statistical research or to help us to create, improve and develop our website, Portal and other systems to better serve you or, in general, to comply with any legal obligations, so as to ensure the security and confidentiality of that data, also where it is possibly communicated to third parties.

Your personal data may be communicated to external collaborators and managers of our Company instructed to perform processing operations or to companies related to the Adecco Group in Italy or abroad, within the European Union or outside the EU. It may also be communicated to client companies, entities or third party companies for purposes functional to the activities of the same or of the writer directly or indirectly connected to implementation of the personnel selection and recruitment service or the contractual relationship and/or to fulfillments of specific obligations imposed by legislation, regulations or collective contracts, including company contracts, provided by the same or for their non-judicial or judicial requirements, for internal security or administrative checks.

Your data may also be communicated to credit institutions for payment orders or other financial activities strictly instrumental to implementing the service or the contract or to judicial or administrative bodies at their express request or in fulfilment of specific obligations imposed by the regulations.

Adecco Italia Holding di Partecipazione e Servizi S.p.A. is "data processor". The updated list of other data processors can be accessed easily by contacting the following telephone number: 02.88141.

The aforementioned processing of your personal data may also concern categories of data known as "sensitive". We invite you to omit data that is not relevant to the specific purposes for which it is provided.

E-mail addresses or telephone or fax numbers provided to us may be used for sending communications for the purposes identified above, for promotions or marketing related to those activities or for the implementation of any contractual relationship. You are entitled to object to that processing, even at a later date, simply and free of charge by following the instructions indicated in the cited communications or by sending an e-mail to one of the following addresses: CustomerBC@badenochandclark.it or CustomerSpring@springitaly.com.

In your capacity as interested party, you are provided with the rights set out in Art 7 of Italian Legislative Decree no. 196/03, including, by way of example:

- the right to obtain confirmation of the existence or otherwise of personal data relating to you, even if not yet recorded, and its communication in intelligible form;
- the right to obtain the update, rectification or, where applicable, addition to the data;
- the deletion or block on data processed in breach of the law.

The data controller is Professional Solutions S.r.l., based in Milan, Via Tolmezzo 15.

DECLARATION OF CONSENT

I, the undersigned _____, having received the information set out in Art. 13 of Italian Legislative Decree no. 196/03

A) In relation to the processing of my personal data for the purposes indicated above

consent do not consent

B) In relation to the processing of my personal data falling within the scope of so-called "sensitive" data.

consent do not consent

C) In relation to the communication of my personal data and for the purposes indicated in this information notice, also with particular reference to the communication of my data abroad, within the European Union or outside the EU

consent do not consent

D) In relation to the use of my e-mail address or telephone or fax numbers for sending communications to me or to third parties for promotional or marketing purposes related to the activities of your Company

consent do not consent

I am aware that in the absence of my consent, Professional Solutions S.r.l. may not proceed with the processing* or services indicated in this information notice.

Date: ____ / ____ / ____

Signature: _____

* **Attention:** if you withhold your consent in relation to letters A) B) and C) Professional Solutions S.r.l. will not proceed with any personal data processing.