

Costa Group Privacy Notice

1. Information regarding processing of candidates' personal data

Pursuant to Article 13 of the General Data Protection Regulation - EU 2016/679 (hereinafter the "GDPR"), **Costa Crociere S.p.A.**, headquartered in Piazza Piccapietra 48, 16121 Genova, and **Cruise Ships Catering and Services International N.V.**, headquartered in Curacao and with branch in Italy in Piazza Piccapietra 48, Genova, in their capacity as Data Controllers (hereinafter jointly defined "**Costa Group**"), hereby provide you with the following information regarding processing of your personal data.

2. Personal Data/Special categories of personal data of the candidates

2.1. The information provided by the candidates on this website, and all data, including personal data, included in the candidates' curriculum vitae will be treated by Costa Group in full compliance with regulations related to the Privacy and Security of Personal Data.

2.2. It is recommended that you do not to enter any sensitive data and/or special categories of personal data (i.e. personal data revealing racial or ethnic origin, religious beliefs, philosophical or other beliefs, political opinions, membership of parties, unions, associations or organizations of religion, philosophy, politics or trade unions, as well as personal data disclosing health and sex life) unless the position for which you submit your application explicitly requires you to do so.

In the latter case you will find a specific request in the description of the related job position and will be asked to send your CV via postal mail (in which a special declaration of consent will be inserted) together with a printed copy of your application. In the absence of a specific request in the description of the job position, any sensitive data or special categories of personal data entered by the candidate will not be considered and will be deleted immediately.

2.3. Candidates are required to provide only true and correct information, and to communicate to Costa Group any modification of their data.

3. Purposes and legal basis of data processing

The personal data that you freely and directly provided to Costa Group by forwarding your online application on this website (e.g. data in your form and data available online contained in your curriculum vitae) will be processed for the following purposes:

- a) Recruitment. Allow you to participate in the selection of personnel for Costa Group. Your data will therefore be used for the initial evaluation of your profile in relation to "vacant" job positions available within the company or jobs you possibly selected from those available on the site. The legal basis for such processing is the explicit consent given by the candidate who freely applies the job position, but also is the fulfillment of the candidate's requests.

4. Nature of the provision of the data and consequences of refusal

The provision of data is optional but is necessary for staff selection procedures. Any refusal to provide data will make it impossible to participate in these selection procedures for any job positions and / or will cause the inability to adequately assess your professional profile.

5. Categories of personal data recipients.

Your personal data will be processed by staff processing, which operates within the Human Resources of the Costa Group, and by managers who have an interest in the selection of candidates, as well as by the staff of the company Oracle Recruiting Cloud, which is involved in the management and maintenance of the above site, which operates on behalf of Costa Group as a data processor.

Due to the needs of the individual organizational units of Costa Group or other companies of the Carnival Corporation brands in Europe and abroad (The Carnival Corporation brands are: Carnival Corporation (CCL), Carnival PLC (P&O, Cunard, Princess Asia), Costa Crociere S.p.A. (AIDA and Costa), Holland America Line N.V., general partner of Cruiseport Curacao C.V. (Holland America Line and Seabourn) Princess Cruise Lines, Ltd (Princess, Alaska, P & O Australia and Cunard), SeaVacations Limited (CCL business in UK))– that will operate as independent data controllers – your personal data can be communicated and transferred abroad, even in countries not belonging to the European Union, under the above-mentioned companies and other companies for the evaluation of your application and the eventual establishment of a contractual relationship.

Your data may be disclosed to third parties, professionals and service company employees, supporting Costa Group in their personnel selection activities, and acting as treatment managers or as independent holders.

The complete list of those responsible is available within the company at the following addresses: Costa Crociere SpA , Piazza Piccapietra 48, 16121 Genoa, privacy@costa.it to the attention of Data Protection Officer.

6. Transfer of personal data outside of EU

Your personal data may be transferred abroad to third-parties (e.g. Carnival Corporation Brands) belonging or outside the European Union for the purposes stated above.

Whenever data is transferred to States outside the European Union, said States, pursuant to Art. 45 et seq. GDPR, shall guarantee an adequate level of protection, based on a specific decision of the European Commission or, alternatively, the recipient shall have a contractual obligation to protect data adopting an adequate level of protection comparable to that provided for under the GDPR.

The list of subjects to whom the data is communicated may be requested from the Company or the Data Protection Manager at the following addresses: privacy@costa.it or Costa Crociere S.p.A., Piazza Piccapietra, n. 48, 16121 Genoa.

7. Data retention

Your personal data provided by you within the recruiting process will be stored and processed for no longer than 24 months from the date of acquisition.

8. Rights of data subject

At any time, in accordance with articles 15 to 22 of the GDPR, you are entitled to:

- a. access your personal data;
- b. request that your personal data be corrected;
- c. revoke, at any time, consent to the use and disclosure of your personal data;
- d. request that your personal data be deleted;

- e. receive the personal data concerning you in a structured, commonly used and machine-readable format, as well as the right to send your data to another data controller;
- f. oppose the processing of personal data concerning you for marketing or profiling purposes, if any;
- g. obtain restriction on the processing of personal data;
- h. lodge a complaint with a supervisory authority;
- i. receive a notification whenever there is a personal data breach; and
- j. request information about:
 - i. the purpose of processing;
 - ii. the categories of personal data;
 - iii. the recipients or categories of recipients to whom personal data have been or will be disclosed, in particular, whether data have been sent to recipients in third countries or international organisations and the existence of adequate guarantees;
 - iv. the period for which personal data shall be stored;
 - v. where the personal data are not collected from the data subject, any available information as to their source.

You may exercise these rights and/or obtain further information about personal data processing, by sending a notice:

- by email to privacy@costa.it
- by sending a notice via ordinary mail to Costa Crociere S.p.A. Piazza Piccapietra 48, 16121 Genoa, for the attention of the Data Protection Officer.

9. Data controllers

The data controllers are:

- Costa Crociere S.p.A. with headquarters in Piazza Piccapietra, 48 – 16121 Genoa, Italy and
- Cruise Ships Catering and Services International N.V., headquartered in Curacao and with branch in Italy in Piazza Piccapietra 48, Genoa, Italy.

10. Data Protection Officer

The Data Protection Officer can be contacted by e-mail privacy@costa.it or by ordinary mail at Costa Crociere S.p.A, Piazza Piccapietra 48, 16121, Genoa, Italy.