

Informed Consent

Bocconi Ethics Committee and Bocconi Legal Office produced this Informed Consent to comply with the data-privacy and human-participant protection requirements of the GDPR and Italian Law regulations.

The purpose of this document is to supply you with the information you need to provide your informed consent for participating in this research project.

Statement of the research being undertaken

This research aims to understand better the variation in tenure among executives working in international affiliates of Life Sciences companies by identifying the job embeddedness factors affecting their retention through an ANONYMOUS quantitative questionnaire.

The results of this research are expected by the second semester of 2024.

Voluntary Participation

Participation is voluntary; participants may stop at any time and not have to answer questions they do not want to answer. Withdrawal involves no penalty or loss of benefits they would otherwise receive.

Compensation

Participation in this study does not include any compensation.

Deception

This study does not involve deception, and the actual objectives of this research are herewith described. Participants will also have an opportunity to receive a complete explanation of the study following its completion.

ADDITIONAL INFORMATION: DATA PRIVACY AND MANAGEMENT

We are required to provide participants with specific information to communicate our compliance with General Data Protection Regulation n. 679/2016. UNIVERSITA' COMMERCIALE "LUIGI BOCCONI" (hereinafter referred to as "Bocconi University"), having its registered office in Milano at via Sarfatti 25, hereby declares that it falls within the field of application General Data Protection Regulation n. 679/2016 dealing with protecting personal data concerning the use of the data subject's personal data being collected as part of this research project.

Researchers and Ethical Review Board Contact Information

This research is being undertaken by Federico Renzo Grayeb (federico.grayeb@dba.sdabocconi.it) at Bocconi University under the supervision of Prof. Brian Smith (brian.smith@pragmedic.com), his assigned mentor. If participants have any questions about how the research was undertaken, who will have access to and control of the data, and in case participants want to provide feedback, ask questions, or inquire about the results of the study, they should contact the researcher (federico.grayeb@dba.sdabocconi.it), and/or the Data Protection Officer of Bocconi University at DPO@unibocconi.it.

Confidentiality and Security Measures

Data is anonymous to ensure that individual participants and companies cannot be identified. Personal data (name and company name) are not required to ensure that no one, including the researcher, can trace down the responses to a particular name or company.

Data Sharing

Data about you collected for this project and similar future projects may be transferred to and stored at a destination outside the European Economic Area ("EEA"), for example, where it is processed by an organization operating outside the EEA that works for us or for one of our suppliers, or where personal data is processed by one of our suppliers who is based outside the EEA or who uses storage facilities outside the EEA. This process will be subject to appropriate safeguards to protect the security and confidentiality of your Data.

Data Subject's Rights

Data subjects shall have the rights described in articles 15, 16, 17, and 18 of General Data Protection Regulation n. 679/2016. In particular, for example, data subjects can require accessing, correcting, erasing personal data, and restricting our data processing activities.

Please note that when data are processed for research purposes, the above rights are not absolute, and we may be entitled to refuse requests where exceptions apply. Consider the following, stated in art. 17(3) GDPR, in particular:

The right to erasure shall not apply when it is likely to render impossible or seriously impair the achievement of the objectives of the processing carried out in accordance with art. 89(1) GDPR.

The right to erasure shall not apply when it is likely to render impossible or seriously impair the achievement of the objectives of the right to erasure, and to object may not apply when research is carried out for reasons of public interest in public health.

If you have given your consent and wish to withdraw it, please contact the responsible of the relevant department using the contact details set out below. Please note that where our processing of your data relies on your consent and where you then withdraw that consent, its withdrawal shall not cause any effect on the lawfulness of the previously processed Data.

Copyright Statement

Within the context of the research project, you consent that Bocconi University and the researcher edit, copy, archive, disseminate, and publish your contribution to the project. Moreover, in accepting to participate in the project, you expressly waive potential copyrights that could emerge from the result of the project, granting Bocconi University and the researchers involved a non-exclusive, free, irrevocable,

and worldwide license to use your contribution for the purposes indicated above.

If you wish to be aware of the results of the projects, the researcher will make all reasonable steps to inform you when privacy or other legal concerns do not impede doing so.

If you have given your consent and wish to withdraw it, please contact the researcher using the contact details above. Please note that where our processing of your data relies on your consent and where you then withdraw that consent, its withdrawal shall not cause any effect on the lawfulness of the previously processed Data.