

Detailed privacy notice

Recruitment Management



Why do you need to read this notice?

You have the right to understand how your personal data is used. We will ensure that you receive all the information you need to do this.



Who are we?

Saint-Gobain SEVA is responsible for processing your personal data in the context of recruitment management.

Its contact details are as follows :

Saint-Gobain SEVA

Société par actions simplifiée au capital social de 12 200 000,00 €

RCS de Chalon-sur-Saone 329 073 282

43 RUE DU PONT DE FER, 71100 CHALON-SUR-SAONE



Why do we process your data?

We collect and process your data for recruitment management purposes. To be more precise, we have the following purposes:

- Use of a platform for submitting applications for job vacancies
- Selection of candidates: sorting, recording and filing of CVs and covering letters in a database, management of the suitability of profiles for the post concerned (evaluation, etc.), etc;
- Contact with candidates to assess their suitability for the post and measure their professional aptitude: processing of information gathered during interviews, face-to-face interviews, video interviews, etc., correspondence (e-mail, post, etc.) with candidates (status, recruitment, etc.). correspondence (e-mail, post, etc.) with candidates (status, recruitment, etc.);
- Reports and statistics;




On what basis do we process your data?


We collect and process your data on the following legal basis(s): a legitimate interest (art 6.1 f RGPD) in recruiting the members of staff needed for the group's activities




What data, where does it come from and how long do we keep it?

| Data Categories | Data sources | Data retention periods |
|----------------------|--|---------------------------|
| Working life | Directly with the candidate (applications via MOOV / exchanges with the candidate) | 1 year from receipt of CV |
| Identification | Directly with the candidate (applications via MOOV / exchanges with the candidate) | 1 year from receipt of CV |
| Finance et economics | Directly with the candidate (applications via MOOV / exchanges with the candidate) | 1 year from receipt of CV |
| Photography | Directly with the candidate (applications via MOOV / exchanges with the candidate) | 1 year from receipt of CV |
| Localisation | Directly with the candidate (applications via MOOV / exchanges with the candidate) | 1 year from receipt of CV |

| | |
|--|--|
|  | What happens if you don't provide your details? |
| <p>The data cannot be processed if you do not provide the following information:</p> <ul style="list-style-type: none"> • Email • CV | |

| | |
|---|---|
|  | With whom do we share your data? |
| <p>When we process your data, we share it with the following categories of recipients:</p> <ul style="list-style-type: none"> • Internal employees on a 'need to know' basis • Operations/maintenance department • HR departments responsible for the recruitment of the data controller and the Saint-Gobain Group • Group entities via the recruitment platform | |

| | |
|--|---------------------------------|
|  | What rights do you have? |
| <p>The regulations may allow you to exercise the following rights in relation to your personal data:</p> | |

Si les personnes concernées se trouvent dans l'Espace économique européen (EEE) :

- Right of access;
- Right of rectification;
- Right of deletion;
- Right to limit processing;
- Right to object;
- Right to define directives concerning the fate of your data after your death.

There may be times when we are unable to comply with your request, but we will of course explain why - for example, if you ask us to delete your data and we are legally obliged to keep a record of that data to comply with the law.



How can you contact us?

We want you to be confident that we process everyone's personal data in accordance with the law. If you have any questions about your rights in connection with the processing activity you can contact us at privacycontact.sgseva.fr@saint-gobain.com .



How do I file a complaint?

If, after contacting us, you feel that your rights have not been respected or that this data processing does not comply with privacy protection rules, you have the right to lodge a complaint with the CNIL (Commission Nationale de l'Informatique et des Libertés).



Further information

The content of this detailed information notice may be subject to change in accordance with the requirements of applicable local law.

For information on the protection of your personal data at any time, go to the 'Your data and your rights' section of our [website](#)

You can also consult the Saint-Gobain Group's privacy policy on our website: www.saint-gobain.com