

Detailed Information Notice

Talent Pool inscription (CV database)

The information in this notice is provided to you, insofar as it does not contravene any applicable local provisions.

This notice, concerning the above-mentioned processing activity, is intended to provide you with all the information required by the applicable regulations on the protection of personal data.

➤ **Identity and contact details of the controller**

Saint-Gobain Expertise et Service
Tour Saint-Gobain
12 place de l'Iris
92096 La Défense Cedex, France

If a Saint-Gobain Group entity decides to initiate a recruitment procedure using the data it has consulted in the Talent Pool, it becomes the data controller and this Notice does not apply to this process.

➤ **Purpose of the processing activity**

○ **Purposes:**

This processing has been set up in order to inform you of career opportunities that may interest you in the Saint-Gobain Group and, in particular, for the following detailed purposes:

- Constitution and use of a CV database for internal or external information or communication purposes (newsletters, institutional websites, invitations to events, etc.);
- Creation, editing and dissemination of information and documents, especially upon request of interested parties, internally or externally in various formats (email, video, page on social networks, images, testimonials, etc.);
- Creation and analysis of studies and surveys (online, paper, etc.);
- Reporting and statistics;
- Management of requests to exercise rights where applicable and management of the collection and withdrawal of consent.

Your personal data will not be further processed in a manner incompatible with the purposes described above or under the collection forms.

○ **Legal basis for the processing operation:**

Consent (article 6.1.a of the GDPR): free consent of the persons to their registration in the Talent Pool without that a refusal involves consequences on the processing of their application (the withdrawal of the consent is possible at any time via the space on line).

➤ **Data and retention period**

Categories of data	Data source	Retention period
Identification data	Direct collection from data subjects	Until the data subject withdraws his or her consent or the end of the retention period for data processed for recruitment purposes (For more information, see the Detailed Information Notice "Recruitment Management" provided at the application stage and then in the candidate's account)
Professional life (CV, function, etc.)	Direct collection from data subjects	Until the data subject withdraws his or her consent or the end of the retention period for data processed for recruitment purposes (For more information, see the Detailed Information Notice "Recruitment Management" provided at the application stage and then in the candidate's account)
Connection data	Direct collection while consulting the website	13 months from its deposit

Please note that some countries have different retention periods.

Where applicable, individuals are informed of the mandatory or optional nature of the data requested and the consequences for them of failing to respond.

➤ **Recipient(s)**

Authorized persons:

- HR departments;
- recruitment agencies and recruitment consultants;
- in charge of organizing digital or face-to-face events, if applicable;
- in charge of processing the data subject's request, if applicable;
- in charge of application management and IT infrastructure;
- auditors (internal or external) who may be required to audit our services.

➤ **Data transfer outside the European Economic Area**

The data processed in the context of this activity may be transferred to entities of the Saint-Gobain Group (click [here](#) to see the different countries where the Group is established). The security and confidentiality of these transfers are contractually guaranteed by the presence of standard contractual clauses drawn up by the European Commission. For any information on the measures put in place to ensure adequate protection, please write to the contact address mentioned below.

➤ **Security and confidentiality of your data**

The data controller implements appropriate measures to preserve the security and confidentiality of your personal data and, in particular, to prevent it from being damaged or accessed by unauthorized parties.

➤ **Rights of individual**

Under certain conditions, you may exercise the following rights over your personal data:

- Right of access;
- Right of rectification;
- Right to delete;
- Right of limitation of processing;
- Right of portability;
- Right to withdraw your consent at any time without affecting the lawfulness of processing based on consent prior to withdrawal

If, after contacting us, you consider that your rights are not respected or that this data processing does not comply with data protection rules, you have the right to file a complaint with your supervisory authority.

Dernière mise à jour : 21/01/2022

➤ **Data Protection Officer (DPO) contact details**

To exercise your rights or for any question about the processing of your data within this system, please send your request to the following address: PrivacyContact.SGES.fr@saint-gobain.com

➤ **Additional information**

The elements of this detailed information notice may change according to the requirements of applicable local law.

In France, you have the right to define directives concerning the fate of your personal data after your death.

To find at any time the information relating to the protection of your personal data, go to the "[Your data and your rights](#)" section of our institutional website.