

1. Introduction

The Candidate is informed that the personal data processed under the registration process are the object of a computerized processing under the responsibility of GEODIS, acting as data controller. In accordance with the EU Regulation on the protection of personal data, GEODIS commits to take all the necessary measures to respect Your privacy and protect Personal Data You are communicating, in order to keep them confidential. Your Personal Data is contained behind secured networks and is only accessible by Our employees and our Providers who have a need to know and who are required to keep the Personal Data confidential.

The Candidate is responsible of the quality of the data provided. Any

2. Purposes of the data processing

GEODIS use your personal data to integrate our recruitment process related to our Human Resources management. The purposes of processing is to enable You to enter into Our recruitment processes that are part of Our management of Human Resources procedures, the purpose of which is to:

- manage internal mobility and external recruitment; publish job adverts internally and externally; manage internal and external job applications;
- provide quantitative recruitment management elements and data for Geodis.
- provide information to authorities that are mandatory under the regulations governing employment contracts

This processing is based on the Consent of the User given when registering or applying to one of GEODIS openings.

3. Personal Data Categories

As part of the processing related to Our management of Human Resources procedures, GEODIS collects the following types of personal data:

- Identity (surname, first name, maiden name, etc.);
- Personal contact details (personal address, private telephone number(s), etc.);
- Sensitive data (ethnic origin for the USA: only where processing is necessary for compliance with a legal obligation (Equal Employment Opportunity Act));
- Performance & development (history and details of professional experiences, in-house/external courses of study, education, etc.);
- Training data (history of training courses already taken, certificates and diplomas awarded).

It must be noted that these data are collected directly from the applicant and none come from a publicly available source.

4. Transfers and Sharing

The User is informed that the Personal Data will be communicated to Our providers. The transfer and the storage of Your Personal Data shall occur in compliance with this Privacy Policy that ensure sufficient level of protection of privacy and fundamental rights.

When the processing of Your Personal Data by Our providers involve transfers to non-EEA countries that are not recognized by the European Commission as providing an adequate level of data protection according to EEA standards, we have put in place adequate measures, such as by ensuring that the recipient is bound by EU Standard Contractual Clauses, to protect your Personal Data.

Please note that the Personal Data that You may be led to communicate to GEODIS online are solely for use by persons authorized by GEODIS and in no event shall the data collected on the Website be sold to third parties. The User is informed that GEODIS may disclose Your information, including Your Personal Data, to courts, governmental or law enforcement authorities or authorized third parties, if required or permitted by law.

5. Data Retention Period

These Personal Data will be kept for as long as needed or permitted in light of the purposes for which it was obtained and as outlined above. In particular, for processing related to Our Human Resources management procedures, we will retain Your Personal Data for two years before deletion. We may also retain Your Personal Data for longer periods if We are required to by law or if this is advisable in light of our legal position (such as in regard of the enforcement of the Terms of Use, applicable statutes of limitations, litigation or regulatory investigations).

6. Data Protection Rights

In accordance with applicable data protection laws, Users are entitled to request access, rectification and/or erasure of Personal Data concerning them, as well as the right to request that We restrict the processing of their Personal Data. Each User is entitled to request the provision of their Personal Data to them or to a third party in machine readable format. Please note that, where We rely on consent for the use of your Personal Data, you can withdraw at any time Your consent in Your account or by sending Your request to GEODIS and that you have a right to contact your supervisory authority to exercise your rights. You have the right to give Us directives relating to the use of your Personal Data after your death.

Users may exercise their rights by using this form or the following address:

GEODIS
Data Protection Officer
dpo@geodis.com
26 Quai Charles Pasqua
Espace Seine
92300 Levallois-Perret
France

Please note that we may ask you to verify your identity before taking any further action regarding your request. We also reserve the right to charge a fee where permitted by law, for instance if your request is manifestly unfounded or excessive.