

Confidentiality Policy

When you register on our Recruitment Site or as part of the management of your application, your personal data is processed by **Dexia** in accordance with the regulations applicable to the protection of personal data (the amended French Law on Data Protection of 6 January 1978) and the European Regulation on the protection of personal data (GDPR) of 27 April 2016.

The purpose of this document entitled "Confidentiality Policy" is to inform you about the processing of Personal Data linked to the Site organised by **Dexia** in its capacity as Data Controller.

This document informs you about:

- the categories of Personal Data concerned and the methods of collecting, processing and storing Your Personal Data;
- the way in which **Dexia** uses Your Personal Data,
- the recipients or categories of recipients of Your Personal Data,
- the measures taken by **Dexia** to ensure the protection of Your Personal Data collected when using the Site,
- as well as Your rights and obligations and those of **Dexia** under the French Law on Data Protection and the GDPR.

1. Purposes of processing and legal basis

Your personal data collected is processed for the purposes of managing applications and recruitment (selection process, interview follow-up, management of your job offer alerts, and so on).

The processing of your data is based on your consent, including when it has been collected on the basis of legitimate interest of **Dexia** in processing your application.

In the event that you are recruited, the data will be further processed for the purposes of managing employment and your career within **Dexia**.

2. Data collected

In particular, **Dexia** collects the following personal data:

- identification data (e.g. surname, first name, contact details, and so on),
- personal data (e.g. nationality, photo, and so on),
- data relating to professional life (e.g. training, diplomas, career path, skills and qualifications, and so on).

3. Recipients of the data

Your personal data are intended for **Dexia** and its subcontractors. Only authorised persons or departments of our company may access your data for the purposes strictly defined herein. Personal data may also be communicated to public bodies, court officers and ministerial officials, in order to comply with any law or regulation in force, to which **Dexia** would be obliged to respond (legal or administrative request).

4. Analysis of your CV and profiling technique

To facilitate your search and your application, **Dexia** uses a technology which operates an engine to analyse the information contained in your CV. This is the CV upload module on the home page, which works by drag and drop. This functionality enables us to assist you in your search: in order to offer you selections of vacancies, when you agree to share your CV it cross-references the information it contains with the criteria of our job offers. The match is made on the basis of the job, declared skills, experience and distance from your place of

residence included in your CV. This solution also allows **Dexia** to store your data in a structured form, so that you do not have to enter your data in our recruitment form. The profile made up of the data scanned from your CV is kept for a period of 24 months and for the same purposes as your CV.

5. Cookies

The use of the functionalities of the Recruitment Site may require the use of "cookies" and other similar tracking technologies (such as web beacons, tags and scripts) for unique identification of your browser and to collect information on how you interact with the Websites and services.

A "cookie" does not allow **Dexia** to identify candidates.

Applicants may at any time choose to deactivate cookies, systematically on all browsers, or choose which cookies are accepted depending on the issuer. Applicants may also configure their browser to accept or refuse cookies as follows: <http://www.cnil.fr/vos-droits/vos-traces/les-cookies/> (Commission Nationale de l'Informatique et des Libertés (CNIL) recommendations).

It is nonetheless specified that for technical reasons, deactivating cookies may limit access to the Site, for which **DEXIA** cannot be held responsible.

6. Retention period

Your personal data will be retained for the duration of the examination of your application and will be archived for a period of **24 months** from the last time you update your candidate account. In the event that you are recruited by **Dexia**, the data will be retained for the duration of the contractual relationship, and then until expiry of the legal limitation and retention periods..

7. Transfer of data outside the European Union

As our data is stored within the European Union, it is not transferred outside the European Union.

8. Security and confidentiality

Dexia undertakes to ensure the confidentiality and security of the data in order to prevent it from being distorted, damaged or communicated to unauthorised third parties and to use it exclusively for the purposes of managing recruitment and applications as well as their follow-up.

9. Personal rights.

With regard to the protection of your personal data, you have the following rights:

- a) a right to information and access,
- b) a right to rectification and deletion,
- c) a right to limit the processing of personal data,
- d) a right to data portability,
- e) a right to object,
- f) a right of deletion,
- g) a right not to be subject to an automated individual decision, including profiling.

You can exercise your rights or define post-mortem directives by contacting us by email compliance@dexia.com or by post to :

Dexia : 1, Passerelle des reflets -Tour CBX - La Défense 2, 92913 La Défense Cedex – France

or

Dexia Holding : Place du Champ de Mars, 5, B-1050 Bruxelles - Belgique

You also have the right to lodge a complaint with the Commission Nationale de l'Informatique et des Libertés ([CNIL](#)). Proof of identity may be requested when exercising one of these rights.