

Personal Data Protection Notice for Recruitment

Respecting personal data constitutes an ethical value of RENAULT Group.

This Personal Data Protection Notice is intended to inform you on how your Personal Data is processed during the Recruitment process by RENAULT for what purpose.

Personal Data Protection Laws may vary depending on the country, you are therefore kindly asked to address you for the Personal Data Notice for Recruitment of your country.

◆ Who processes and collects your Personal Data?

Your Personal Data is collected and processed by Groupe RENAULT, in France and abroad (hereinafter refer to as "RENAULT" or "we"), in its capacity as Data Controller.

RENAULT's Data Protection Officer is located in France. Its contact details are the following: Groupe Renault, Legal Department - Data Protection Officer, 13/15 quai le Gallo 92100 Boulogne-Billancourt and dpo@renault.com.

◆ How and what Data is collected?

The processing of your Personal Data can be done:

- either through a direct application site on one of our websites by responding to an offer of employment, or
- through a spontaneous application, or
- when your profile interests us, in which case the recruitment agencies that work with us may contact you directly.

In order to process your job application, we will need to collect your first and last names, postal and electronic addresses and other relevant information from your Curriculum Vitae ("CV") or any other document you may provide us during the recruitment process.

The transmission of your CV and the details of the job offer you are interested in are also necessary for the analysis of your application. Please note that information items that are preceded by an asterisk (*) must be completed. Those not marked with an asterisk (*) are optional and the lack of response to these items will not affect the processing of your application.

To ensure the accuracy of your personal data, you can update your CV or profile at any time.



We may obtain other personal information about you during the interviews necessary for the selection of applications and the continuation of the recruitment process. This information may be obtained directly from you or from recruitment agencies that work with us and may contact you as part of a job offer.

Subscription to a Job Alert:

In case you subscribe to a Job Alert, we will collect your last name, first name, your e-mail address. The purpose of this processing is to keep you informed, by e-mail, of the latest jobs in the sector of activity that you may be interested.

If you no longer wish to receive this information, you can click the unsubscribe link included for this purpose in all Job Alert e-mails you receive.

◆ **What are the purposes of the Personal Data processing?**

RENAULT process your Personal Data when you apply to a Job Offer posted on one of our recruitment websites or when you make a spontaneous application via the website.

Purposes of processing and its legal basis are described below:

Purposes	Legal Basis
Manage your candidacy for a Job Offer or your spontaneous application.	This processing is justified by RENAULT's legitimate interest.
Provide you with access to a candidate account/profile.	
Allow you to manage your own candidate account and allow you to update your Personal Data at any time.	
Manage your candidacy (interviews, personality tests, language tests ...)	
To send you e-mails of new Job Offers that might interest you (Job Alerts).	This processing is justified by your prior consent.

◆ **How long will your Personal Data be kept for?**

We undertake to keep your Personal Data only for the time necessary to complete the recruitment process and properly handle your application to a Job within RENAULT.

Please note that your Personal Data collected via the RENAULT Career website and via your candidate account will be deleted two (2) years after your last login or after your last contact with RENAULT's recruitment services.

◆ **Who has access to your data?**



Access to the Central Database is strictly reserved to the services and/or allowed employees in charge of recruitment within Groupe RENAULT and its subsidiaries, in France and internationally. Your Personal Data may also be communicated to the Manager at the origin of the Job Offer to which you have applied.

RENAULT may use a Recruitment company and request the services of a subcontractor to process of all or part of your Personal Data, within the limit necessary for the performance of its services.

◆ **Where are your data stored?**

Your Personal Data is stored in the European Union.

Where your data has to be stored in a country outside the European Union, RENAULT pays particular attention to the transfer being carried out and ensure its compliance in accordance with the applicable regulations on Personal Data Protection by putting in place guarantees and mechanisms ensuring an equivalent level of protection to that offered in the European Union.

We may also disclose your Personal Data to Authorized Third Parties in order to comply with any legal obligation or judicial decision.

◆ **What are your rights ?**

You are entitled of several rights concerning the processing of your Personal Data:

- **A right of access to your personal data**, it means that you have the right to obtain your Personal Data processed by RENAULT;
- **A right of rectification**, it means that you have the right to rectify if you notice that your Personal Data is erroneous or out of date, you can contact us to update your Personal Data;
- **A right to the erasure (or right to be forgotten) of your personal data**, which may be limited with regards to our contractual or legal obligations,
- **A right to restriction and right to object**, it means that, on the grounds relating to your situation, you are entitled to object and/or request the limitation of the processing of your Personal Data.

These rights may vary depending on the applicable law in countries outside the European Union.

To exercise your rights, you can contact us, by justifying your identity:

- **by e-mail** : dpo@renault.com,
- **by post**: Groupe Renault, Legal Department - Data Protection Officer, 13/15 quai le Gallo 92100 Boulogne-Billancourt, or
- **before your local DPO** within the subject subsidiary in your country.

You also have the right to lodge a complaint regarding the processing of your Personal Data before your local Data Protection Authority. We encourage you to contact us before any claim, so that we try to solve your problem together.

◆ **Link to other information**



We may also collect technical information about you when you visit one of our sites, including your IP address, your browser settings via cookies.

For more information, we invite you to read our Cookies Policy by clicking here ([insert a link](#)).

◆ **Modification of the information regarding the processing of your personal data**

This Privacy Policy may be modified at any time. We invite you to consult it regularly on the site www.renault.com.

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