



Personal data protection policy

This document constitute the personal data protection implementation by the Meteojob Visiotalent Group as part of its activities. The personal data protection is part of the Group's core values.

The purpose of processing

Our purposes are determined, legitimate and explicit:

They are compatible with our missions. The data are collected in a precise purpose and will not be used for others aims. Our purposes are in adequation with the DPA's conformity norms (Data Protection Authority).

For example, the data collected on the candidate during his video interview are the data necessary for the smooth running of the recruitment process. With the objective:

"To allow each candidate to value their experiences, their motivation and their personality. "

Relevance of data

The defined purpose determines the relevance of the data we collect. Only adequate and strictly necessary data to achieve the purpose will be collected and processed. Thus we collect only the data allowing:

- to the candidate to enhance his application
- to the candidate to express his preferences
- to the candidates to describe his pathway
- to the recruiter to evaluate the candidate
- to avoid identity frauds

What data do we collect ?

From the candidate

- Lastname/Firstname
- Mail
- Resume
- Possibly, a presentation/motivation video
- Possibly, other information written in the open fields

Limited data retention :

The purpose also makes it possible to set the retention period of the data in accordance with the requirements of the DPA.

We keep the data you have transmitted to us for a period not exceeding 24 months from the date of collection.



Information and people's rights :

Each data collection document complies with the European Regulation, and informs the person from whom personal data are collected:

- of the identity of the controller and, where applicable, of his representative;
- of the purpose for which the data are intended; ;
- of the compulsory or optional nature of its replies;
- of the possible consequences, with regard to him, of a failure to reply;
- of the recipients or categories of recipients of the data;
- of the right of individuals with regard to the processing of personal data
- of the existence, where appropriate, of envisaged transfers of personal data to a State which is not a Member State of the European Community;
- of the retention period of the categories of data processed

We do everything to be the trusted partner of our customers with transparent solutions, today and tomorrow. In accordance with the Data Protection Act, the exercise of your rights of access, query, modification, opposition and rectification to information is made by a letter addressed to the company

Groupe Meteojob Visiotalent

« Comité sécurité et Protection des données »

40 rue de la Boétie, Paris 75 008

Or by e-mail to dcp@meteojob.com with the subject: "PERSONAL DATA ACCESS". Your requests must be accompanied by a photocopy of an identity document with your signature.





Restricted access to data:

Only recipients duly authorized by the Meteojob Visiotalent Group can access, within the framework of a security policy allowing in particular the management of access only to the information necessary for the activity. Indeed, the Group defines the rules of access and confidentiality applicable to personal data processed. Access rights are granted on a "least privilege" and "need-to-know" basis. Access rights are granted in accordance with the user's function and are updated in the event of an evolution or change of function. The Group's security department determines and implements the necessary means to protect the processing of personal data to prevent any unauthorised third party access and to prevent any loss, alteration or disclosure of data. Thus, the Meteojob Visiotalent Group's personal data protection policy is organised around logical, physical or organisational measures.

Data transfers :

All your data is hosted in the European Union.

The Data Protection and Security Committee appointed a Data Protection Officer (DPO) in January 2018. Its missions are to ensure the compliance and security of personal data processing. The Group's DPO is located at 40 rue de la Boétie in Paris- France. This formalized personal data protection policy of the Meteojob Visiotalent Group, intended for Meteojob Visiotalent Group employees and external persons concerned by the processing, is accessible and available internally to employees, and externally via websites, contracts and commercial documents. This policy will be reviewed and updated annually.

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