



Privacy notice terminal employees

This notice is intended to the employees of the terminal that are not controlled by CMA CGM.

The terms “we”, “us”, “our” or “CMA CGM” used throughout this privacy notice, shall designate CMA CGM S.A. (“CMA CGM”) and CMA CGM’s direct or indirect subsidiaries worldwide.

Please click [here](#) for a list of subsidiaries and brands of the CMA CGM Group.

How do we use your personal data?

Purpose	Type of data	Legal base	Recipients
<p>Accidentology and occupational disease management:</p> <p>To treat and prevent work-related injuries and illnesses.</p> <p>To improve working conditions, to reduce the severity and probability of work-related accidents and illnesses.</p>	<p>a) Identity & contact data.</p> <p>b) Work accident and occupational disease data.</p>	<p>Our legal obligation to comply with the labour code.</p> <p>Necessary for our legitimate interest to manage accidentology and occupational disease management.</p>	<p>Our departments, affiliates and subsidiaries involved in the accidentology and occupational disease management.</p>
<p>Litigation management:</p> <p>To prepare, to follow-up on, to exercise or to respond to an administrative legal or judicial claim/proceeding.</p> <p>To enforce a judgement.</p>	<p>a) Identity & contact data.</p> <p>b) Litigation data.</p>	<p>Necessary for the purpose of or in connection with claims handling and legal proceedings.</p> <p>Establishing/exercising or defending legal claims.</p> <p>Necessary for exercising a right or complying with an obligation arising in connection with an insurance contract.</p>	<p>Our departments, affiliates and subsidiaries involved in the management of the claim.</p> <p>Our professional advisors and third parties who collaborate with us to manage the claim.</p> <p>Regulators, Courts, local authorities where required.</p>
<p>Whistleblowing scheme:</p> <p>The collection and processing of reports from employees concerning situations that are contrary to the company's code of conduct, such as corruption or influence peddling.</p>	<p>a) Identity & contact data.</p> <p>b) Litigation data.</p>	<p>Legal obligation with anti-bribery laws.</p>	<p>The team in charge of managing alerts.</p>

What personal data do we collect about you?

Types of data	Sources
Identity & contact data: e.g. surname, first name, photograph, gender, date and place of birth, nationality, professional contact details, personal contact details, internal number, passport references.	Directly from you when you complete your file in the HR systems or during the hiring phase.
Work accident and occupational disease data: e.g. date of the accident or of the first medical report of the occupational disease, date of the last day of work, date of resumption, reason for the stoppage (work accident or occupational disease), work not resumed to date, drug & alcohol test.	Directly from you or indirectly when the information is provided by one a relative or by the person in charge to manage an accident.
Litigation data: e.g. Identification data for suspects, victims, witnesses and court workers; disputed facts; information, documents and evidence collected with a view to establishing the facts likely to be reproached; characteristics of the litigation.	Directly from you and indirectly from any source of information that can help resolve the litigation.

How long do we keep your data?

Type of data	How much time we keep it
Identity and contact data.	Professional data may be kept up to 25 years. These durations can be adjusted in accordance with local labour law.
Work accident and occupational disease data.	Preservation of the medical record for 10 years (article L.1142-28 French Public Health Code). These durations may be adjusted according to local regulations (e.g. asbestos).
Litigation data.	We keep the data as long as necessary to comply with any relevant local regulation, to answer to authorities or government bodies' requests or to defend ourselves.

International transfers

CMA CGM is a global company which carries out its activity in more than 160 countries around the world. Hence, in some instances your Personal Data may be transferred outside the European Economic Area. These international transfers are allowed only if there are regulated by mechanisms that ensure an adequate level of protection.

Intra group transfers are done in accordance with the Binding Corporate Rules which governs the international transfers and processing of Personal Data within the Company around the world. For more details, access to our [Binding Corporate Rules](#).

International transfers of personal data between us and a company located therein are governed by safeguards approved by the European Commission such as [Standard Contractual clauses](#).

What are your rights?

At any time, you may:

- request to see your personal data;
- request to correct or delete your personal data;
- object to our processing of your personal data;
- request an electronic copy of your personal data;
- lodge a complaint with a supervisory authority;
- revoke or withdraw consent at any time, without affecting the lawfulness of processing based on consent before its withdrawal.

Non-Discrimination

We will not discriminate against you for exercising any of your rights. Unless permitted by the law, or unless the exercise of your rights interferes with contractual requirements we will not:

- deny you goods or services;
- charge you different prices or rates for goods or services, including through granting discounts or other benefits, or imposing penalties;
- provide you a different level or quality of goods or services;
- suggest that you may receive a different price or rate for goods or services or a different level or quality of goods or services.

How to contact us?

Contact the CMA CGM's data protection officer by mail at ho.dpo@cma-cgm.com or by mail to the attention of data protection officer, 4 quai d'Arenc, 13002 Marseille, France.

Your request must :

- Provide sufficient information that allows us to verify that you are the data subject or an authorized representative.
- Provide sufficient details to allows us to properly understand, evaluate, and respond to it.

Once verified, we will evaluate your request and answer it within one