



# Privacy notice candidates

To that extent, 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
<b>Recruitment:</b> Direct approach of potential candidates. Candidates’ selections. Assessment of applicant’s soft skills and hard skills and manage interviews.	a) Identity & contact data b) Recruitment data	The pre contractual measures, our legitimate interest to consult a CV library and your consent to keep your CV for future opportunities in the group.	Our departments, affiliates and subsidiaries involved in the recruitment process. Our partners and any third party involved in the recruitment process.
<b>Cyber security management:</b> To ensure the security, the availability of the business services and the secure functioning of applications and networks. To ensure the integrity of the monitoring data.	a) Identity & contact data. c) Cyber security data.	Necessary for our legitimate interest to manage and secure our information system.	Our departments, affiliates and subsidiaries involved in the management and the security of our information systems. Our partners and any third party involved in the cyber security management.

## What personal data do we collect about you?

Types of data	Sources
<b>Identity &amp; contact data:</b> 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 employee during the hiring phase.
<b>Recruitment data:</b> e.g. professional skills & function, CV education history, titles and distinctions, salary, job application, employment references and all the data necessary to evaluate the suitability of a candidate for a specific position.	Directly from you when you apply for a position or when you update your file in the HR systems. Indirectly from a recruitment agency.

Types of data	Sources
<b>Cyber security data:</b> e.g. active directories to define access authorizations to applications and networks, connection logs, system and network devices logs, application logs, use of services (duration, start and end date and time, volume and nature of the data exchanged excluding the content thereof), communication data.	Directly from you when you use systems or when you request an access to a system.

## How long do we keep your data?

Type of data	How much time we keep it
<b>Recruitment data.</b>	Personal data are deleted after the recruitment period. The company may keep your CV up to 2 years after the last contact in compliance with the French regulation. These durations can be adjusted in accordance with local Labour Law.
<b>Identity and contact data.</b>	<p>Personal data are kept up to five years after an employee has left the company.</p> <p>Disciplinary sanctions excluding those resulting from amnesty are kept 3 years in compliance with French labour code.</p> <p>Professional data may be kept up to 25 years after an employee has left the company for pension calculation purpose.</p> <p>These durations can be adjusted in accordance with local labour law.</p>
<b>Cyber security data.</b>	Connection and application logs are generally kept for 6 months. This duration may occasionally be extended to the life span of the system.

## 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](mailto:ho.dpo@cma-cgm.com) or by mail to the attention of Legal Department - Data Protection Officer, 4 quai d'Arenc, 13002 Marseille, France. We will respond to your request when we can verify your identity or authority to make the request and confirm the personal information relates to you.

The verifiable request must:

- Provide sufficient information that allows us to reasonably verify you are the person about whom we collected personal information or an authorized representative.
- Describe your request with sufficient details that allows us to properly understand, evaluate, and respond to it.

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