Privacy Policy – Careers Site

24/10/2025

GBH is committed to protecting your personal data and is dedicated to ensuring the highest level of protection. GBH processes your data in accordance with current data protection regulations, in particular the General Data Protection Regulation (GDPR).

The purpose of this privacy policy is to inform you about how we process your data when you apply for a job via our careers site, accessible from the GBH website under the *Join Us* section (the "Apply" button). It applies to all of our services accessible on the following platform: recrutement.gbh.fr

GBH may update this privacy policy from time to time; we encourage you to review it regularly.

1 - Who is the data controller?

GBH acts as the data controller within the meaning of the GDPR for applications submitted via the careers site.

Where your application is for a position within a group subsidiary, that subsidiary also acts as the data controller.

For any questions regarding the collection and use of your data, you may contact the Data Protection Officer (DPO):

- by email to dpo@gbh.fr
- or by post to GBH – Service Juridique – Acajou – 97232 Le Lamentin

2 – Why does GBH collect and process my personal data? And for how long?

GBH collects and processes your personal data to enable you to use our services. The purpose of our services is to:

- suggest job vacancies that match your profile;
- enable you to apply for our job vacancies.

GBH shall only process personal data that is strictly necessary for the purposes defined below.

We advise against including in your CV any information that is not strictly necessary for your application, and more generally any sensitive data (racial or ethnic information, political, religious or philosophical opinions, trade union membership, health, sexual orientation). If you choose to provide us with such information, you do so entirely at your own risk and on your own initiative.

Purpose	Legal basis	Data processed	Retention period
Analysis and management of your application Analysis and management of your application (receipt of CVs, interviews, monitoring of the recruitment process via TalentLink)	Execution of pre-contractual measures (Art. 6.1.b GDPR)	Any data contained in your CV and cover letter, including: • Identification data (surname, first name, email, telephone number, postal address, etc.), • Data relating to your career history (CV,	2 years after the last contact if your application is not selected.

		training, professional experience, skills etc.), • Type of position sought, • Communications during the process.	
Building a talent pool	Consent.	Identity, contact details, CV	Until withdrawal of your consent, maximum 2 years
Email alerts and sending of personalised job vacancies	Consent.	Email address, information from the CV	Until unsubscription
Translation of your CV If you decide to have your CV, written in a foreign language, analysed, it will be automatically translated into French to enable us to offer you job vacancies that match your profile.	GBH's legitimate interest in being able to analyse your CV and offer you job vacancies that match your profile.	Information contained in the CV	The duration of the translation.

In order for your CV to be analysed and for job vacancies matching your profile to be suggested to you, you must include details of your professional experience and skills (training, qualifications). Otherwise, no vacancies matching your profile can be suggested to you. You will, however, have access to all vacancies available on the platform and are free to apply for them if you wish.

GBH does not make any decisions regarding you based solely on automated processing, including profiling, which produce legal effects concerning you or significantly affect you.

3 – To whom is my data transferred?

Your data is only shared with the categories of persons identified below, and strictly limited to the purposes for which it was collected:

- internal departments authorised and empowered to manage applications at GBH or other group companies where applicable.
- our technical service providers: hosting providers, email delivery services, data extraction services, audit services and IT security services.
- any third party to whom we may be required to disclose your data pursuant to a legal obligation or an administrative or judicial decision.

4 – Is my data secure? Where is it stored?

Your data is processed in a manner that ensures appropriate security. It is also processed in such a way as to be protected against accidental loss, destruction or damage through the use of appropriate technical or organisational measures.

All your data is processed within the European Union.

However, if you apply for a job at a GBH subsidiary located outside the European Union, that subsidiary will only be able to access your personal data via TalentLink.

Access is secure, taking place in a centralised environment controlled by GBH, which ensures that the data remains hosted within the European Union and benefits from a high level of protection.

5 – What are my rights?

You have several rights regarding your personal data.

These rights can be exercised by contacting the DPO:

- by email:dpo@gbh.fr
- by post: GBH – Service Juridique – Acajou – 97232 Le Lamentin

Should GBH have reasonable doubts as to your identity when you submit a request, we may ask you to provide proof of identity.

Right of access to your data
You may obtain confirmation from GBH as to whether or not your data is being processed and, where it is, access to all data and information held by GBH.

Right to rectification of your data
You may obtain from GBH, as soon as possible, the rectification of any data concerning you that is inaccurate or incorrect. You may also request that your data be completed, where applicable.

Right to erasure of your data
Subject to legal exceptions, you may ask GBH to delete your data as soon as possible, in particular if you consider that GBH's processing of your data is no longer necessary for the purposes for which it was collected.

Right to portability of your data
You have the option to retrieve some of your data in an open, machine-readable format or to request that GBH transfer it to another organisation. This right applies only to data that you have actively and knowingly provided to GBH (for example, data you have entered into an online form) or data generated while using a service or device in connection with the conclusion or management of your contract, and which is processed automatically, on the basis of consent or the performance of a contract.

Right to object
You may object to your data being used by an organisation for a specific purpose. You must then provide reasons relating to your particular situation, except in the case of marketing, to which you may object without giving a reason.
Where your data is processed for marketing purposes, you may object to this at any time, just as you may object to the use of cookies at any time. You also have the right to object to analytical profiling at any time.

Right to restrict the processing of your data
You may request that GBH retain your data without using it, in any of the following cases:

- you dispute the accuracy of the data used by GBH,

- you object to your data being processed,
- in the event of unlawful use but you object to its erasure,
- you require it for the establishment, exercise or defence of legal claims.

Right to withdraw your consent to the processing of your data
Where the processing of your personal data is based on your consent (sending our electronic marketing offers, for example), you may withdraw your consent at any time. Similarly, to withdraw your consent to cookies, you may do so in accordance with the procedures set out in Article 3 of this policy.

Right to give post-mortem instructions
You have the option to set out instructions regarding the retention, erasure and disclosure of your data following your death. These instructions define how you wish your data rights to be exercised after your death. You may send us these instructions by writing to the DPO of GBH, with the subject line "Post-mortem instructions". You may amend or revoke your instructions at any time.

Right to lodge a complaint with the CNIL
If you consider that your rights are not being respected or that the protection of your data is not being ensured in accordance with the GDPR, you may, at any time, lodge a complaint with a competent supervisory authority (in France, the CNIL), either directly on the CNIL website or by post to: CNIL - 3 Place de Fontenoy - TSA 80715 - 75334 PARIS CEDEX 07.