

PERSONAL DATA PROCESSING POLICY

This data processing policy sets out the way in which we manage the processing of personal data collected on our Website.

OZYANCE is committed to ensuring the respect of your privacy and the confidentiality of personal data provided, in accordance with the General Data Protection Regulation 2016/679 of the European Union ("GDPR") and Law No. 78-17 of January 6, 1978 relating to data processing, files and freedoms known as the "Data Protection Act", as amended.

Any natural person connecting to or using our Website acknowledges having full knowledge of this data processing policy at the time of connection.

PROCESSING CONTROLLER

OZYANCE, a simplified joint stock company with a capital of 396 500 euros, registered in the Bourg-en-Bresse Trade and Companies Register under number 784 157 545, whose registered office is located at 25 rue du Moulin, 01100 Bellignat, France -Tel: 33 (0)4 74 81 22 40, is responsible for processing the personal data collected.

COLLECTION AND PURPOSE OF PROCESSING PERSONAL DATA

1/ Our Website allows you to apply for the job offers that are proposed, to send an unsolicited application using a form where you must fill in your personal data such as your surname, first name, e-mail address and insert your CV and letter of motivation.

The information collected in response to a job offer or when sending an unsolicited application goes to OZYANCE's Human Resources Department, as part of the management of applications and recruitment and to the communication department in charge of the Site.

2/ The information collected from the contact forms that you may fill in, such as your surname, first name, company name, function, country, e-mail address, telephone, are needed in order to respond to your requests, and are intended for OZYANCE's authorized personnel, for administrative and commercial management purposes, so as to be able to process the request and to best manage the business relationship.

The information enables OZYANCE to contact you, as representative of OZYANCE's current or potential customer(s) and not as a private person, by telephone or by e-mail, concerning our business proposals, concerning our products and services and in compliance with the following provisions.

LEGAL BASES FOR PORCESSING

In the two situations mentioned above, the data that we collect via our Website is obtained from your voluntary registration of your professional and/or personal data.

The legal basis for this data processing is to provide you with the requested service and/or to carry out pre-contractual measures.

RETENTION PERIOD

The personal data provided and the information relating to your navigation on our Website will be kept for a period not exceeding that which is necessary for the purposes for which they are processed and within the limits of the applicable limitation periods.

For recruitment data, the maximum retention period is 2 years after the last contact with the candidate.

For data collected via the contact forms, the retention period is that which is necessary to process the request and/or the business relationship.

Navigational data will be kept for a maximum of 6 months in accordance with the CNIL's recommendations.

You may request additional information if you have specific questions about these retention periods.

CONFIDENTIALITY AND SECURITY

None of the personal data collected from our Website is communicated or transferred to third parties for commercial purposes.

OZYANCE ensures the security of your personal data by implementing enhanced data protection through the use of appropriate physical, technical or organisational security measures, aimed at preventing the data from being altered, damaged, destroyed or communicated to unauthorised third parties,

including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage.

YOUR RIGHTS

In accordance with the applicable regulations, you have rights regarding your data, namely:

- A right to object at any time, in particular if you dispute the legitimacy of the reasons given by the data controller (in accordance with Article 21 of the GDPR);
- A right of access to the data controller for the purposes of control and verification (in accordance with Article 15 of the GDPR);
- A right to rectify inaccurate data (in accordance with Article 16 of the GDPR);
- A right to memory lapse (in accordance with Article 17 of the GDPR);
- A right to processing limitation (in accordance with Article 18 of the GDPR);
- A right to data portability to another controller (in accordance with Article 20 of the GDPR);
- The right to define the fate of your data after your death (in accordance with article 40-1 of the "Lemaire" law of 7 October 2016 for a digital economy).

Lastly, you also have the right to be informed in the following cases:

- The right to be informed within one month of the measures taken following a request (in accordance with Article 12 of the GDPR);
- The right to be informed of acts of rectification, deletion or restriction (in accordance with Article 19 of the GDPR);
- The right to be informed as soon as possible in the event of a data breach likely to result in a high risk to rights or freedoms (in accordance with Article 34 of the GDPR).

You can exercise your rights at any time by sending an e-mail to gdpr@snetor.com or a letter to the following address:

OZYANCE

Secrétariat Général

25 rue du Moulin

01100 Bellignat – France

In accordance with the regulations in force, your request must include your full surname and names and specify the address to which the reply should be sent.

However, candidates are informed that the exercise of their right to withdraw their consent or their right to delete data concerning them and which would be essential to the recruitment process, i.e. surname and first name, address and e-mail contact, will result in the deletion of their data and they will be deemed to have renounced their application.

Finally, you have the right to lodge a complaint with the National Commission on Information and Freedom "Commission Nationale de l'Informatique et des Libertés" (CNIL) if you consider that the processing of your data constitutes a violation of the applicable legislation.

COOKIES

- USE OF COOKIES

Our website <https://www.ozyance.com/> uses cookies. A cookie is a small file that is sent with the pages of the website and/or Flash applications and is stored by your browser on the hard drive of your computer, phone, smartwatch, or tablet. The information stored in the file can be sent back to our servers on a return visit.

Cookies are key to keeping our website working well. Visitors' anonymous contributions enable us to make our website easier to use and enhance the user experience.

- CONSENT

Your consent is required for certain types of cookies. We obtain your consent via an information banner.

- TYPE OF COOKIES USED AND THEIR PURPOSE

We use the following cookies:

– Essential cookies (2): these cookies help make websites usable by activating basic functions like page navigation and access to secure sections of the website. The website will not work properly without them.

-Cookie name: PHPSESSID

-Cookie name: tarteaucitron

– Preference cookies (1): these cookies enable the website to retain information that changes how it behaves or is displayed, like your language preference or the region where you are located.

-Cookie name: pll_language

- YOUR PRIVACY RIGHTS

You have the right to access to and rectification, restriction, and erasure of your personal data.

You also have the right to object to processing of your personal data and the right to portability of your data. You can exercise your rights by sending an email to: gdpr@snetor.com. To prevent misuse, we may ask you to log on to our website. If your request involves cookie-related personal data, please send a copy of the cookie. You can find them in your browser's parameters.

- BLOCKING AND DELETING COOKIES

You can easily block or delete cookies yourself at any time using your web browser. You can also configure your web browser to notify you whenever a cookie is installed. You can also block the installation of certain types of cookies. To do that, go to your browser's Help function. Deleting cookies from your browser may affect your experience when using our website.

Certain tracking cookies may be installed by third parties that advertise on our website. You can centrally delete all of these cookies at www.youronlinechoices.eu.

Please note that if you do not accept cookies, we cannot guarantee that our website will work for you. Certain features may be modified and you may not be able to access our website. Advertising will no longer be tailored to your interests and so may appear more often.

Cookies are valid for a maximum of 13 months.

- NEW DEVELOPMENTS AND UNEXPECTED COOKIES

Some of our pages may feature content that is hosted on other websites and is made available on our website using certain code (integrated content). This code

often uses cookies. We do not have any control over how these third parties use their cookies.

Third parties may also deliver cookies via our website. If you find cookies that we have not identified on our website, you can contact us by email. You can also directly contact the third party and ask them what cookies they are sending, why they are sending them, how long they are valid, and what measures they are taking to protect your privacy.

- NOTES

We regularly update this cookie policy, including when we update our website or website usage rules. Please check this page to view the latest version of our cookie use policy.

If you have any questions or comments, please contact us at: gdpr@snetor.com

You can find more information on cookies on the CNIL (French National Commission on IT and Freedoms) website: <https://www.cnil.fr/fr/cookies-les-outils-pour-les-maitriser>