

Avature Privacy Statement

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Introduction

Deloitte is a privacy conscious organization and we are committed to protecting your privacy and handling your information in an open and transparent manner. This Privacy Statement explains what information we gather about you as part of our talent and talent event management activities and how it is used and shared. This Privacy Statement also sets out your rights in relation to your information and who you can contact for more information or queries.

Please click on the links below to navigate to various sections of this statement and read additional details:

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Who does this Privacy Statement apply to and what does it cover?

This Privacy Statement applies to Deloitte France (“Deloitte,” “we,” “us” or “our”).

This Privacy Statement sets out how we will collect, handle, store and protect information about you when you visit this website (“our Website”) or we perform certain activities that form part of our organization’s talent and talent event management activities.

This Privacy Statement also contains information about when we share your information with other members of the Deloitte Network and other third parties (for example, our service providers). As used in this Privacy Statement, “**Deloitte Network**” refers to Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee (“DTTL”), its network of member firms and their related entities.

In this Privacy Statement, we will refer to your information as “personal information.” Please note that we may sometimes collectively refer to collecting, handling, storing and protecting your personal information as “processing” such information.

What information do we collect?

In order to build and manage our relationship with you, we will collect or obtain certain personal information about you. We may collect or obtain such information because you give it to us (for example, in a form on our Website or in person at a Deloitte-hosted talent event), you previously

applied for a position within the Deloitte Network or because it is publicly available on a job search or professional networking website (for example, monster.com or linkedin.com).

The personal information that we may collect or obtain includes your name, personal contact information (for example, your home address, phone number and email address), business contact information (for example, your company email address and phone number) and employment and education history (for example, information about your current and former employer(s), the school(s) you have attended and the degree(s) you have attained).

It is not our intention to seek sensitive information (for example, data relating to race or ethnic origin, religious or other similar beliefs, political opinions, criminal record, physical or mental health or sexual life/orientation) through our Website or as part of our talent and talent event management activities. However, we might gather sensitive information about you because you voluntarily provide the information to us or we are required to collect the information as a result of legal requirements imposed on us. If we do receive any sensitive information about you, we will, where necessary, obtain your explicit consent to collect and use such information in accordance with applicable laws.

Log information, cookies and web beacons

Our Website may collect standard internet log information, including your IP address, browser type and language, access times and referring website addresses. Additionally, to improve your experience when you use our Website and ensure that it is functioning effectively, we (or our service providers) may use cookies (small text files stored in a user's browser) and web beacons (electronic images that allow our Website to count visitors who have accessed a particular page and to access certain cookies), which may collect personal information. Additional information on how we use cookies and other tracking technologies and how you can control these can be found in our [cookie notice](#).

Children

We understand the importance of protecting children's privacy, especially in the interactive online world. Our Website and activities are not designed for or intentionally targeted at children 13 years of age or younger. It is not our policy to intentionally collect or store information about anyone under the age of 13.

How do we use information about you ?

Use of personal information for talent and talent event management activities

We will use the personal information that we collect or obtain about you in order to:

- build a relationship with you and learn more about your career interests
- register you for career-related events
- assess your suitability for current and future roles at Deloitte
- create a candidate profile for you in the Deloitte recruitment management system and link you to a position within the Deloitte Network for which you may be qualified

To the extent permitted by applicable local data protection and privacy laws and subject to strict application of this Privacy Statement, we may also use your personal information for career-related purposes or to send you promotional materials or communications regarding career opportunities

within the Deloitte Network that we feel may be of interest to you. We may also contact you to seek feedback on services provided by entities within the Deloitte Network or for recruitment-related market or other research purposes.

You may, at any time, request that we discontinue sending you emails or other communications sent to you in connection with our Website or our talent and talent event management activities. Details on how to make such a request will be included in all emails and communications sent to you.

Use of personal information for other activities that form part of the operation of our business

We may also use your personal information for the purposes of or in connection with:

- applicable legal or regulatory requirements
- requests and communications from competent authorities
- protecting our rights and/or property.

Use of personal information collected via our Website

In addition to the purposes connected to the operation of our business described above, we may also use your personal information collected via our Website to:

- manage and improve our Website
- tailor the content on our Website to provide you with a more personalized experience and draw your attention to information that may be of interest to you
- manage and respond to any request that you submit through our Website.

On what legal basis do we process information about you?

We are required by law to set out in this Privacy Statement the legal grounds upon which we rely in order to process your personal information.

As a result, we use your personal information for the purposes outlined above because: (a) we have a legitimate interest in building and managing our relationship with you; (b) the information is required in order to provide you with the information that you have indicated you are interested in receiving or (c) we are subject to legal or regulatory obligations, such as providing information to a public body or law enforcement agency.

To the extent that we process any sensitive personal information relating to you for any of the purposes outlined above, we will do so because either: (a) you have given us your explicit consent to process the information; (b) the processing is necessary to carry out our obligations under employment, social security or social protection law; (c) the processing is necessary for the establishment, exercise or defense of legal claims or (d) you have made the information manifestly public.

Who will we disclose your information to?

In connection with one or more of the purposes outlined in the “How do we use information about you?” section above, we may disclose details about you to:

- other members of the Deloitte Network

- third parties that provide services to us and/or the Deloitte Network, such as website and system hosting, management and support
- competent authorities, including courts and authorities regulating us or another member of the Deloitte Network, in each case to comply with legal or regulatory obligations or requests
- other third parties as part of a corporate transaction, such as a sale, divestiture, reorganization, merger or acquisition.

Please note that some of the recipients of your personal information referenced above may be based in countries or regions without data protection rules similar to those in effect in your area of residence. In such cases, we will ensure that there are adequate safeguards in place to protect your personal information. Where the recipient is not a member of the Deloitte Network, the adequate safeguard might be a data transfer agreement with the recipient based on standard contractual clauses approved by the European Commission for transfers of personal information to third countries.

Further details of the transfers described above and the adequate safeguards used by Deloitte with respect to such transfers (including copies of relevant agreements) are also available from us by contacting our Pole Attractivité at frpoleattractivite@deloitte.fr or our [Data Protection Officer: dpo@deloitte.fr](#).

We may also share non-personal, de-identified and aggregated information with third parties for several purposes, including data analytics, research, submissions, thought leadership and promotional purposes.

How do we keep your information secure?

We have in place reasonable commercial standards of technology and operational security to protect all personal information provided by individuals from loss, misuse and unauthorized access, disclosure, alteration or destruction. Only authorized Deloitte personnel, who have been made appropriately aware of our privacy obligations, are provided access to personal information.

How long will we keep your information?

We retain personal information as long as is necessary for the fulfillment of the purposes identified above in the “How do we use information about you?” section or as otherwise necessary to comply with applicable laws. Where personal information is no longer necessary or relevant for our identified purposes or where you have indicated that you no longer are interested in staying in contact with us, we will securely dispose of your personal information.

What are your rights?

You have various rights in relation to your personal information. In particular, you have a right to:

- obtain confirmation that we are processing your personal information and request a copy of the personal information we hold about you
- ask that we update the personal information we hold about you, or correct such information that you think is inaccurate or incomplete
- ask that we delete personal information that we hold about you, or restrict the way in which we use such information

- object to our processing of your personal information.

To exercise any of your rights or raise any questions that you have about our use of your personal information, please contact our Pole Attractivité at frpoleattractivite@deloitte.fr.

You may also use the above listed contact details if you wish to make a complaint to us relating to your personal information or privacy.

If you are unsatisfied with the way we have handled your personal information or any privacy query or request that you have raised to us, you have a right to complain to an EU Data Protection Authority (“DPA”). If you would like to be directed to the appropriate DPA, please contact our Data Protection Officer at dpo@deloitte.fr.

Changes to this Privacy Statement

We may modify or amend this Privacy Statement from time to time at our discretion. When we make changes to this statement, we will amend the revision date at the top of this page and such modified or amended privacy statement shall be effective as to you and your information as of that revision date. We encourage you to review this Privacy Statement periodically to be informed about how we are protecting your personal information.

Contact us

If you have any questions or concerns regarding this Privacy Statement or your personal information, please direct them to our Data Protection Officer at dpo@deloitte.fr.