

Legal Notices

The text below will be displayed in the SmartRecruiters platform, on the application page, via a link (PDF format)

To ensure the implementation of the recruitment management process and create a resume database (“Purpose”), Veolia (China) Environmental Services Limited (“Veolia China” or “We”) will collect, store, use, process, transfer, provide, disclose, and delete (“Process”, “Processing”, or “Processed”) the personal data (last name, first name, professional email, experiences, training and diplomas, skills and professional qualities, profile description, CV data, photo) that you provide to create your account and access the services in this SmartRecruiters platform (for purpose of this Notice, collectively referred to as the “Personal Information”).

The Personal Information requested by Veolia China does NOT include any sensitive personal information. You shall not provide any sensitive personal information in this SmartRecruiters platform. Where Veolia China requests any sensitive personal information of you, it will obtain your separate consent and comply with the relevant procedures required by the relevant PRC laws and regulations.

Some data, in anonymous form, may also be processed for statistical analysis and reporting purposes by Veolia Environmental SA (VESA), in particular to assess the frequency of visits to our site and the recruitment process. Please note that the data in anonymous form will not be deemed as Personal Information in the People’s Republic of China (“China” or “PRC”). The “Anonymized” refers to the process in which any personal information is processed to the extent that it cannot identify a specific natural person and cannot be restored to its original state.

You acknowledge and agree that the Processing of your Personal Information is necessary for and condition of use of this SmartRecruiters platform and hereby grant your consent for Veolia China to Process your Personal Information in accordance with this Notice and the applicable laws and regulations.

We will retain your Personal Information in the minimum period necessary for achieving the Purpose, which is likely to be 24 months after the date of your job offer or job application, whichever is the later, unless any law or administrative regulations stipulate otherwise.

If you use the SmartRecruiters service, Veolia China will entrust SmartRecruiters, Inc. Address: 225 Bush Street, Suite #300, San Francisco CA 94104 e-mail: dpo@smartrecruiters.com to store your Personal Information in the server located in Germany and your Personal Information will be Processed by the subcontractor of SmartRecruiters, Inc. Address: 225 Bush Street, Suite #300, San Francisco CA 94104 e-mail: dpo@smartrecruiters.com located in the United States, which are necessary to perform hosting, storage, communication, database management or IT maintenance services for this SmartRecruiters platform. Besides, all Smartrecruiters user entities located outside China and belonging to VESA will have a view only access to your Personal Information in your account for the above Purpose.

You have, within the limits of the PRC legislation in force on data protection, a right of access, rectification, erasure of the personal data that concern you, a right to limitation of the processing and other relevant rights.

To exercise these rights, you can send a request to support.recruiting@veolia.com or as a second resort to the Data Protection Officer of Veolia China (cn.dataprotection@veolia.com). If you are a Veolia employee, you can also contact the HR department of your entity in writing.

If, after such contacts, you consider that your rights regarding your personal data have not been respected, you can file a complaint with the regulatory authority in charge of personal data protection in China.

I hereby acknowledge that I have read, fully understood and accepted the content of this Notice.

I hereby grant my consent that Veolia China can Process my Personal Information in accordance with this Notice.

I hereby grant my separate consent that Veolia China will store my Personal Information out of China and grant cross-border access to my Personal Information in accordance with this Notice.

法律通知

以下内容将通过链接 (PDF 格式) 显示在 SmartRecruiters 平台申请页中。

为确保招聘管理程序的实施并创建简历数据库 (以下统称“目的”) , 威立雅 (中国) 环境服务有限公司 (以下简称“威立雅中国”或“本公司”) 将收集、存储、使用、处理、传输、提供、公开和删除 (以下统称“处理”) 您为了在本 SmartRecruiters 平台上创建账户和获得服务而提供的个人信息 (姓名、职业电子邮件、经历、培训和文凭、技能和职业资质、简介、简历信息、照片) (为本通知之目的, 以上信息统称为“个人信息”) 。

威立雅中国要求提供的个人信息**不包括任何敏感个人信息**。您不应在本 SmartRecruiters 平台提供任何敏感个人信息。如果威立雅中国要求提供您的任何敏感个人信息, 将获得您的单独同意, 并遵守相关中国法律法规要求的相关程序。

另外, 为了统计分析和报告之目的, 特别是为了评估网站访问频率及招聘程序, 部分信息也可以匿名形式由威立雅环境 (以下简称“VESA”) 进行处理。请注意在中华人民共和国 (以下简称“中国”) , 匿名化数据不视为个人信息。“匿名化”是指个人信息经过处理无法识别特定自然人且不能复原的过程。

您确认并同意, 对您个人信息的处理是使用本 SmartRecruiters 平台的必要条件, 因此您特此授权同意威立雅中国根据本通知及相关的法律法规处理您的个人信息。

我们将在为实现目的所必需的最短期限内保留您的个人信息, 该期限可能为您的工作录用通知或求职申请之日后24个月 (以较晚发生者为准) , 但法律或行政法规另有规定的除外。

如您使用 SmartRecruiters 服务, 威立雅中国将委托 SmartRecruiters, Inc. 地址: 225 Bush Street, Suite #300, San Francisco CA 94104 电子邮箱: dpo@smartrecruiters.com 将您的个人信息保存在位于德国境内的服务器之中, 并且您的个人信息将由位于美国境内的分包商 SmartRecruiters, Inc. 地址: 225 Bush Street, Suite #300, San Francisco CA 94104 电子邮箱: dpo@smartrecruiters.com 处理, 以上均为为 SmartRecruiters 平台提供托管、存储、通信、数据库管理或 IT 维护服务所必要的。此外, 位于中国境外的属于 VESA 的所有 Smartrecruiters 用户实体为本通知所述目的仅可查看您账户中的个人信息。

您在中国现行有效的数据保护法律范围内, 享有访问、更正、删除涉及您的个人数据的权利、限制处理的权利以及其他相关权利。

若要行使这些权利, 您可将请求发送至 support.recruiting@veolia.com 或者其次发送给威立雅中国数据保护官 (cn.dataprotection@veolia.com) 。如果您是威立雅员工, 也可与所在单位的人力资源部门书面联系。

如果在进行以上联络后, 您认为您的个人信息权利没有得到尊重, 可以向负责个人信息保护的中国主管部门投诉。

本人特此确认已阅读、充分理解并接受本通知的内容。

本人特此同意，威立雅中国可根据本通知的规定处理本人的个人信息。

本人特此单独同意，威立雅中国将根据本通知的规定在中国境外存储本人的个人信息，并允许跨境访问本人的个人信息。