



## SmartRecruiters legal notices

*To ensure the implementation of the recruitment management process and create a resume database, Veolia Hong Kong collects and processes 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. Some data, in an anonymous form, may also be processed for statistical analysis and reporting purposes, in particular to assess the frequency of visits to our site and the recruitment process.*

*This automated processing, based on your consent, is under Veolia Hong Kong's responsibility; in Hong Kong, your data will be retained for a maximum of two years from the end of the application process. When you respond to an offer from a company of the Veolia group abroad, the latter will retain your data at most for the period authorized by local laws, in a separated processing placed under their responsibility.*

*Your data may be communicated to third-party service providers to perform hosting, storage, communication, database management or IT maintenance services. If these service providers are located outside the European Union, the data controller undertakes to first take all the measures required by the legislation in force to ensure the protection of your personal data. In particular, the use of the SmartRecruiters service gives rise to the transfer of data from your account to the subcontractors of SmartRecruiters located in the United States. This transfer is governed by the standard contractual clauses of the European Commission.*

*You have, within the limits of the legislation in force on data protection, a right of access, rectification, opposition, portability, erasure of the personal data that concern you and a right to limitation of the processing. You also have the right to send special instructions for your data after your death.*

*To exercise these rights, you can send a request to [support.recruiting@veolia.com](mailto:support.recruiting@veolia.com) or as a second resort to the Data Protection Officer of the company making the offer ([elizabeth.yeung@veolia.com](mailto:elizabeth.yeung@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 Hong Kong (<https://www.pcpd.org.hk>).*