

GENERAL TERMS AND CONDITIONS OF USE OF YOUR PERSONAL DATA

You are going to entrust us with your application through our website in order to be included in our database, for which we thank you.

We process all the applications sent to us according to the highest professional and ethical standards.

We therefore ask that you read the following provisions and that you accept them unconditionally.

1. Protection of your personal data

Content of the data entrusted to us

The information you choose to entrust us through this website is intended exclusively for processing your application and for its possible submission when positions become vacant in the various companies of the Safe Group.

Only information relating to your professional skills or to any special requirements concerning your working conditions are needed for this purpose. The mandatory fields are marked with an asterisk.

When you submit an application to our services, we recommend that you not disclose any personal information that is not directly related to your skills, and more specifically that you refrain from providing any details regarding your origins, your marital status, your health, your lifestyle, your sexual orientation, your political opinions, your physical appearance (photograph), your trade union activities, your belonging or not belonging to an ethnic group, a nation or a race, or your religious beliefs.

Updating your data

To optimize the chances of us proposing opportunities likely to be of interest to you, please inform us in writing of any changes to your address, your contact details, your search for a transfer, or your situation in general. By withholding certain information, you may prevent your application from being processed in optimal conditions.

Your rights to access, discover, rectify, update and delete your personal data

In accordance with Articles 38 et seq. of the French Act No. 78-17 of January 6, 1978, you are entitled, at any time, to access, discover, rectify, update and delete your personal data.

To exercise any one of these rights, you can either send an e-mail to contact.rhadmin@safe-industry.com or write to: Safe, Service administrateur site web, 109 avenue Aristide Briand, 92120 Montrouge, France.

You may also write to us at these addresses about any technical or legal issue concerning the submission of your application.

Your personal file, comprising all the information about you, will be deleted from the Safe Group's computer database at your request or 12 months after our last contact with you.

Disclosure and transfer of your personal data

To make it easier to present your profile to the Group's subsidiaries not located in France, and to ensure the correct technical handling of the résumés received by our company, you are informed that, when processing your application, Safe or one of its subsidiaries may transfer all or part of your personal data to other companies in the Safe Group, whether or not they are established in France.

Therefore, the information that you send to Safe or to a subsidiary of the Safe Group may be processed or examined:

- in any European Union country;
- in any "equivalent" country within the meaning of Article 25 of Directive 95/46 and of Article 68 of the French Act of January 6, 1978;
- in any country in which the Safe Group or its subsidiaries is satisfied that the personal data you entrust us is given adequate protection in terms of security and privacy.

2. Provision of genuine information

By submitting your application through our website, you agree to provide true and genuine information about your career path, the qualifications you hold, the time spent in the positions you have held, and the type of contracts that you have held (fixed-term or permanent employment contracts, internship contract, work experience contract, etc.). Please note that we are required to verify all of this information during our recruitment process.

You are informed that any untrue information or false declaration relative to your qualifications, your career path or your specific competencies is considered a ploy to deceive our Group as to your skills and to deliberately exploit our recruitment process, in addition to unfairly disadvantaging other candidates.

You expressly acknowledge that offenders will be liable for such activities, and you therefore agree to indemnify us against all financial consequences— including legal defense fees—arising directly or indirectly from any claim or action brought against us owing, in whole or in part, to a failure to provide us with true and genuine information.

The username and password that you choose or receive in order to access certain services provided via the website are confidential and must be neither disclosed nor shared with third parties, nor used

for unauthorized purposes. You are responsible for ensuring that your username and your password remain confidential, and for all the activities that occur under your username and password.

You acknowledge that joint use of your password and your username implies your authorization to connect to the website. You acknowledge that you will be accountable for all actions recorded under your username and password. You therefore acknowledge that you must implement the appropriate security measures to ensure that the username and password that you are assigned are disclosed only to authorized persons.