

California Privacy Notice - Candidates

This California Privacy Notice-Candidates (“**CA Notice**”) applies to candidates located in California who are California consumers as that term is used in the California Consumer Privacy Act (“**CCPA**”). If you are a California candidate, this CA Notice contains relevant information about how Societe Generale’s US branches, agencies, representative offices and subsidiaries (collectively referred to as “**SG**,” “**we**,” or “**us**”) collect, use, share and otherwise process Personal Information (defined below) about you and describes your rights under the CCPA when you apply for one or more jobs with SG through <https://careers.societegenerale.com> (the “**Recruitment Site**”). The Recruitment Site is operated by our parent company, Societe Generale, a *société anonyme* organized under the laws of France and registered with the Paris Trade and Companies Register. Please note this CA Notice supplements, and should be read together with, the [Societe Generale Personal Data Protection Policy Candidates for Recruitment](#) policy.

TYPES OF PERSONAL INFORMATION WE COLLECT

To support recruiting, we collect information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household (“**Personal Information**”). We collect such Personal Information directly from you, passively when you interact with our recruitment site, and from third parties, such as recruiters, references, identity verification services and social media.

The types of Personal Information we collect include:

- Identifiers: such as real name, alias, signature, postal address, unique personal identifier, telephone number, online identifier, internet protocol address, email address, government identifiers, biometrics or other similar identifiers.
- Demographics: such as age, race, ancestry, work eligibility, marital status, or military status.
- Internet and similar network activity: such as information about your interactions with or use of our recruitment site.
- Professional or employment-related information: such as your current job or job history, qualifications, certifications, associations, salary, compensation, benefits and trainings.
- Information that is deemed “sensitive” under the CCPA: such as government identifiers, race, and ethnic origin.
- Inferences derived from the above information.

We use the information we collect for the following purposes:

- Assessing qualifications, skills and eligibility for employment;
- Recruiting;
- Communicating with you;
- Improving our recruitment services and processes, including the recruitment site;
- Complying with legal obligations; and
- Internal recordkeeping.

We may disclose the Personal Information we collect in association with recruitment in the following circumstances, for the business purposes described above:

- To affiliates and subsidiaries for the purposes noted above.
- To service providers for the purposes noted above, such as payroll providers, recruiters, analysts and consultants, data storage providers, emergency contact providers, workforce analytics providers, security providers, and providers of IT and data security services.
- To law enforcement, government agencies or third parties as we deem reasonably necessary to comply with laws, support investigations or protect the rights, property or safety of you, us or others.
- In connection with an actual or potential corporate change including a merger, acquisition or sale of all or any relevant portion of our business or assets.

We do not “sell” or “share” Personal Information, as those terms are defined in the CCPA (including Personal Information regarding individuals under 16 years of age). We do not use or disclose sensitive Personal Information (as defined in the CCPA) associated with prospective employees for purposes other than those expressly permitted under California law.

We retain the Personal Information we collect for as long as reasonably necessary to achieve the purposes disclosed at the point of collection or in this Privacy Notice unless a shorter retention period is required by law. The length of retention may vary depending upon factors such as:

- Whether we believe you may be eligible for another employment opportunity;
- Legal, compliance or business recordkeeping requirements; and
- The need to resolve inquiries or complaints.

YOUR PRIVACY RIGHTS AND CHOICES

Depending on how and where you interact with us, you may have a right to one or more of the following with respect to the Personal Information we collect and process from you.

Right to Know About Personal Information Collected or Disclosed and Data Portability Rights

You have the right to request that we disclose certain information to you about our collection and use of your Personal Information over the past 12 months. Once we receive and confirm your verifiable consumer request, we will disclose to you upon request:

- The categories of Personal Information we collected about you.
- The categories of sources for the Personal Information we collected about you.
- Our business or commercial purpose for collecting your Personal Information.
- The categories of third parties to whom we disclose Personal Information.
- The specific pieces of Personal Information we collected about you.

Right to Deletion

You have the right to request that we delete any of your Personal Information that we collected from you and retained, subject to certain exceptions. Once we receive and confirm your verifiable consumer request, we will delete (and notify our service providers and/or contractors to delete) your Personal Information from our records, unless an exception applies.

Right to Correction

You have the right to request that we correct any inaccurate Personal Information that we maintain about you, taking into account the nature of the Personal Information and the purposes of the processing of the Personal Information. Once we receive and confirm your verifiable consumer request, we will use commercially reasonable efforts to correct the inaccurate information.

Exercising Access, Data Portability, Deletion, and Correction Rights

To exercise these rights, please submit a verifiable consumer request to us by contacting us using the contact information provided in this notice. You will be asked to provide certain Personal Information when submitting your request including your relationship with us, first and last name, email address, telephone number, and postal address in order for us to determine if your Personal Information is in our systems.

We will verify and respond to your request in accordance with applicable law. We may need to request additional Personal Information from you in order to protect against fraudulent or spoofed requests. If you want to make a request through an authorized agent on your behalf, you may use the submission methods noted above. As part of our verification process, we may request that you provide us with the documentation specified under applicable law.

Right to Non-Discrimination

We will not discriminate against you for exercising any of your rights as set forth in this Notice.

CHANGES TO THIS NOTICE

We may change this Notice from time to time. When we do, we will let you know by appropriate means such as by posting the revised text on this page with a new “Last Updated” date. All changes will become effective when posted unless indicated otherwise. We encourage you to regularly check this page to review any changes we might make.

CONTACT US

If you have any questions or concerns relating to our use of your Personal Information under this Notice, or to submit a rights request, please contact our Data Privacy Office at AMER-DPO-INFO@sgcib.com or toll free at +1- 833-904-0800.

Last Updated: January 1, 2024