

Personal data protection policy

General principles

The protection of personal data is a matter of great concern and importance to Vivendi, to which it gives special attention and priority in the running of its businesses.

Both as a data controller and processor, Vivendi undertakes to comply with the provisions applicable to the protection of personal data, and in particular with Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (the “GDPR”) and the French Data Protection Law no. 78-17 of 6 January 1978 (the “French Data Protection Law”).

Below, you will find some useful information regarding the processing that takes place while you are browsing the www.talentunlimited.fr site (the “Site”) and using the services offered on the Site (the “Services”). If you require any further information, please contact us at the e-mail address mentioned below.

Notice and Warning

The content of this page is liable to be updated at any time. Any amendment, addition or deletion will take effect as soon as it is published on the Site. We therefore recommend that you consult this page regularly in order to find out about the latest applicable version.

We also draw your attention to the fact that the Site is likely to contain links to websites belonging to third parties, which are subject to their own personal data protection policy. This personal data protection policy does not apply to such third-party sites. We suggest that you consult the policies of such third-party sites to find out how your personal data will be processed. Vivendi disclaims any liability concerning the use of your data by such third parties.

Unless this document expressly gives a contrary definition, terms used in the document that begin with a capital letter, whether in the singular or the plural, have the meanings given to them by the GDPR and/or the French Data Protection Law.

1. Who is the Controller?

Vivendi is the Controller in the context of the management and use of the Site and the Services by users.

Vivendi’s contact details can be found under the Site’s [“Legal notices” tab](#).

2. For what purposes, and on what basis, are your personal data collected and processed?

The basis upon which Vivendi processes personal data via the Site is sometimes the user’s consent (e.g. to manage and process applications), and sometimes its legitimate interest (e.g. to manage the cookies necessary for the Site to function).

3. Who has access to your personal data?

Personal data collected via the Site may be communicated to:

- The dedicated team responsible for the Talent Unlimited program, comprising members of the staff of Vivendi SE, Vivendi Content, the City of Cannes, the University of Côte d'Azur, and its Foundation;
- Any competent employee of Vivendi's IT Systems Department;
- Subcontractors and service providers involved for technical reasons (providers of web-hosting, security and maintenance services for the Site, fraud management service providers, technical service providers responsible for sending e-mails and newsletters, providers of anti-spam and anti-robot services, etc.);
- Any authority, court or other third party when such communication is required by law, by a regulatory provision or by a court decision, or when such communication is necessary to ensure the protection and defense of Vivendi's rights.

4. How long are your personal data kept?

Personal data are kept:

- In the case of a request sent by a user via the Site's contact form: for the period necessary to deal with that request, inquiry, question and/or complaint sent by any user.
- In the case of applications for residencies: for the period necessary to manage and process the application concerned. In the event that an application is unsuccessful, if Vivendi wishes to retain the application of the candidate concerned, it will inform the candidate to give the candidate the option of asking for the application to be destroyed. If the candidate does not ask for the application to be destroyed, the data will automatically be destroyed two (2) years after the last contact with the candidate.

At the end of the periods mentioned above, personal data will be destroyed unless Vivendi is obliged to retain them to fulfil its legal obligations or in order to ensure the defense of its rights, in which case they will be archived for the applicable legal retention/limitation period.

5. What are your rights?

You have the following rights, which you can exercise at any time subject to the limitations provided by the applicable regulations and legislation:

- A right of access to your personal data;
- A right to correct your personal data;
- A right to have your personal data erased;
- A right to limit the processing of your personal data;
- A right to the portability of your personal data;
- A right to object to the processing of your personal data;
- A right to withdraw your consent to the processing of your personal data when the legal basis of processing is such consent;
- A right to give instructions relating to the treatment of your personal data after your death.

6. What measures have been put in place to protect your personal data?

Vivendi takes all appropriate technical and organizational measures to ensure the security and confidentiality of personal data, in accordance with the applicable legal and regulatory provisions.

Vivendi also requires its service providers, partners and subcontractors to which it communicates personal data to provide appropriate guarantees and to take adequate security measures to ensure the protection of the personal data provided to them. Vivendi satisfies itself of their commitments in the form of a written contract.

7. Cookies

Vivendi uses cookies for the purposes of managing the Site. For more information, please refer to the [cookies management policy tab](#).

8. Contact

If you have any questions and/or require any further information regarding Vivendi's personal data protection policy, or if you wish to exercise your rights, you can contact us by e-mail at the following address: privacy@vivendi.com.

You may be asked to provide proof of identity and additional information or supporting documents so that we can deal with your request.

In any event, if you have a complaint relating to the protection of personal data, you have the right to contact the *Commission Nationale de l'Informatique et des Libertés* (the French Data Protection Authority), at 3 Place de Fontenoy, TSA 80715, 75334 Paris Cedex 07, Tel.: 01 53 73 22 22, www.cnil.fr.