

INFORMATION NOTICE FOR REFERENCES CHECKS

This Information notice may be modified by the Servier Group, to take into account any changes from applicable laws and regulations, as well as in our activities. The changes will appear on this page, that we invite you to consult regularly.

Purpose of this Information notice for references checks (the “Information notice”): this Information notice is intended to provide a clear and transparent information on how your personal data is processed in the context of your relationship with the Servier Group.

1. Who is the data controller?

The Servier Group is made up of several entities. The Servier entity acting as data controller may differ depending on the purpose pursued.

The Servier entity acting as data controller is indicated in the table below. It is also indicated in the information that may have been given to you via another channel.

2. Why do we collect your personal data and on which basis? Which data are we talking about?

This Information notice describes activities for which we need to use your personal data, according to the appropriate legal basis.

We only use data that is strictly necessary for the purposes we are pursuing.

Data controller entity	Purpose pursued	Personal data collected	Legal basis of processing
Servier Monde 50 rue Carnot – 92284 Suresnes Cedex France	Contacting and interviewing the person of reference in order to assess the candidate's suitability for the position to be filled, as well as gathering information about the candidate's technical skills and professional aptitudes	<ul style="list-style-type: none">• Identification data• Professional data	<ul style="list-style-type: none">• Legitimate interests of the data controller entity to assess the candidate's career path, his/her technical skills and soft skills
		<ul style="list-style-type: none">•	<ul style="list-style-type: none">•

3. How long do we keep your personal data?

The Servier Group entity acting as data controller will only keep your personal data for as long as necessary to achieve the purposes pursued in this Information notice.
More specifically:

Purpose pursued	Data retention period
Contacting and interviewing the person of reference in order to assess the candidate's suitability for the position to be filled, as well as gathering information about the candidate's technical skills and professional aptitudes	We keep your personal data for a maximum of 2 years from the date on which the candidate was informed that he/she had not been selected. If the candidate is selected, the summary note (without mention of your personal data) is kept for 4 years.

4. How do we secure your personal data?

We put in place adequate technical and organizational measures to ensure security, integrity and confidentiality of your personal data.

These measures are designed with the aim of protecting personal data against unauthorized access, loss, destruction or alteration. In implementing these measures, we take into account the technologies available, the costs of implementation, as well as the nature, context and purposes of the processing of personal data and the risks to the rights and freedoms of the persons concerned.

5. Do we share your personal data

Your personal data processed by the entities of the Servier Group will only be accessible by a limited list of employees of the Servier entities concerned, on a need-to-know basis or when required by law.

Your personal data may also be transmitted to partners with whom the entities of the Servier Group collaborate in order to provide the expected services.

Finally, the entities of the Servier Group may communicate upon request your personal data to the competent authorities.

6. Do we transfer your personal data internationally?

The Servier Group is made up of entities located throughout the world. It also works with partners and subcontractors located in many countries throughout the world.

Your personal data may therefore be transferred for the purposes described above to recipients located in a country that does not offer an adequate level of protection.

In such a case, the Servier Group will take all necessary measures and guarantees to ensure the security of such transfers (such as the conclusion of European Commission Standard Contractual Clauses).

7. What are your rights?

According to the legal basis for the concerned purpose and when the applicable law provides it, you have the following rights:

- Request access to your personal data
- Update, correct or delete your personal data
- Request that some of the personal data you gave us be provided to you, or to another data controller, in a commonly used and machine-readable format (right to portability of your personal data)
- Define post-mortem directives
- Restrict or object to the processing of your personal data
- Withdraw your consent

You can exercise these rights with the Data Protection Officer (“DPO”):

- By email to the following email address:
dataprivacy@servier.com
- By regular mail to the following address:

Data Protection Officer
Servier Monde
50, rue Carnot
92284 Suresnes Cedex
FRANCE

You also have the right to lodge a complaint with the French Data Protection Authority (“Commission Nationale de l’Informatique et des Libertés”, “CNIL”), in particular on its website www.cnil.fr.