

TEXDECOR GROUP - Privacy policy Career site

TEXDECOR GROUP (TEXDECOR S.A.S. and its subsidiaries) is concerned about the protection of your personal data and is committed to providing you with the highest level of protection. TEXDECOR GROUP processes your data in accordance with current data protection regulations, in particular the General Data Protection Regulation (GDPR).

The purpose of this privacy policy is to inform you about how and why TEXDECOR GROUP processes your personal data as defined by the RGPD.

It applies to all our services accessible on the following platform: [indicate platform url]. --> To be added once the URL has been chosen

TEXDECOR GROUP may update this privacy policy from time to time, so please consult it regularly.

1 - Who is the data controller?

TEXDECOR S.A.S acts as a data controller within the meaning of the RGPD,

Our Data Protection Officer (DPO) is Mr Arnaud DELGRANGE.

If you have any questions about the collection and use of your data, you can contact him :

- by e-mail at dpo@texdecor.com
- or by post at 2 rue d'Hem - 59780 Willems - France.

2 - Why does TEXDECOR GROUP collect and process my personal data? And for how long?

TEXDECOR GROUP collects and processes your personal data to enable you to use our services.

The purpose of our services is to :

- Suggest job offers that match your profile;
- Allow you to submit your application in response to our job offers.

TEXDECOR GROUP will only process personal data that is strictly necessary for the purposes set out below.

We advise you against including in your CV any information that is not strictly necessary for your application, and more generally any sensitive data (racial or ethnic information, political, religious or philosophical opinions, trade union membership, health, sexual orientation). If you choose to send us such information, it is sent under your sole responsibility and at your sole initiative.

Purpose	Legal basis	Data processed	Retention period
Analysing your CV When you decide to have your CV analysed, we extract, analyse and classify the data on your CV so that we can offer you job vacancies that match your profile.	When you decide to have your CV analysed, you give your consent.	Any data contained in your CV, including: 1. Identification data (surname, first name, email, telephone, postal address, etc.),	24 months from the submission of your CV.
Managing your application When you decide to apply for a job vacancy, we collect your CV so that we can process your application..	When you decide to apply for a job, you are giving your consent	2. Data relating to professional career (CV, training, professional experience, skills, etc.),	⇒ 24 months
Translation of your CV If you decide to have your foreign-language CV analysed, it will automatically be translated into French so that we can offer you job vacancies that match your profile.	Legitimate interest of TEXDECOR GROUP, to be able to analyse your CV and offer you job offers that match your profile.	3. Type of position sought.	The time of translation.
Conversation with a robot If a robot is present on our site, it is likely to ask you questions and ask you to analyse your CV in order to propose job offers that match your profile.	When you decide to chat with the bot, you give your consent.		24 months from the conversation.
Sending emails When you decide to sign up for e-mail alerts, we will send you e-mails suggesting job offers that may be of interest to you.	When you decide to sign up for email alerts, you are giving your consent.	- Email address - Any data contained in your CV that allows us to suggest relevant job offers to you.	Until your request to unsubscribe.

In order for your CV to be analysed and for job offers corresponding to your profile to be suggested, you will need to indicate the elements relating to your professional experience as well as your skills (training, diplomas). Otherwise, no offer corresponding to your profile can be suggested to you. However, you will have access to all the offers available on the platform and you will be free to apply if you wish.

TEXDECOR GROUP does not take any decision with regard to you based exclusively on automated processing, including profiling, which produces legal effects concerning you or significantly affects you.

3 – To whom is my data transferred?

Your data is transmitted only to the categories of persons identified below, and within the strict limits of the purposes for which they were collected:

1. The internal services, authorised and authorised for the management of applications of TEXDECOR GROUP or other companies of the group, as the case may be.
2. Our technical service providers: hosting providers, email sending services, data extraction, auditing and IT security.
3. Any third party to whom we are obliged to disclose it by virtue of a legal obligation or an administrative or court order.

4 – Is my data secure? Where is it stored?

Your data is processed in such a way as to ensure appropriate security. They are also treated in such a way as to be insured against loss, destruction or damage of accidental origin using the appropriate technical or organisational measures:

All your data is processed => on the HelloWork platform

5 – What are my rights?

You have several rights over your personal data.

These rights can be exercised with the DPO:

1. par mail : dpo@texdecor.com
2. by mail: 2 rue d'Hem – 59780 Willems - France

In the event that TEXDECOR GROUP has a reasonable doubt as to your identity when you send us a request, we may ask you for proof of identity.

Right of access	At your request, we will inform you whether or not we process personal data about you. In the event that data is processed, TEXDECOR GROUP will provide you with: 1. information about the purposes, the data/categories of data concerned, the recipients, the storage period and your rights, 2. a copy of these. For any additional copy, TEXDECOR GROUP may require the payment of a reasonable fee based on the administrative costs incurred by such a request. If this request for access is made electronically, the elements will be sent to you electronically (unless you request otherwise).	
Right to rectification	At your request, TEXDECOR GROUP may modify, as soon as possible, your personal data if it is inaccurate or incomplete. If you have a personal space, you can change your information at any time by logging in to your space.	TEXDECOR GROUP will notify you of the rectification or deletion of your personal data, or the restriction of processing concerning you, unless such communication proves impossible or requires disproportionate effort.
Right to erasure	At your request, TEXDECOR GROUP may delete your personal data as soon as possible. Deleting your personal space will result in the deletion of all your personal data.	
Right to restriction of processing	At your request, TEXDECOR GROUP may temporarily limit the processing of your personal data, for one of the reasons referred to in Article 18 of the GDPR. In particular, if you dispute the accuracy of the data processed, or if TEXDECOR GROUP no longer needs the data.	

Right to object	You may object, at any time, to the processing of your personal data by ITEXDECOR GROUP, under the conditions referred to in Article 21 of the GDPR (in particular if your data is processed for direct marketing purposes, or if you invoke a particular situation justifying it).
Right to portability	At your request, TEXDECOR GROUP may send you your personal data in a structured, commonly used and machine-readable format. This right only applies to the personal data you have provided to us. TEXDECOR GROUP may transmit the data concerned directly to another data controller (if technically feasible).
Right to withdraw consent	You can withdraw your consent to the processing of your personal data at any time.
Right to set guidelines for the fate of your data in the event of death	You can set guidelines for the retention, erasure and disclosure of your personal data after your death. You can change or revoke your instructions at any time.
Right to lodge a complaint with the CNIL	If you consider that the processing of your personal data constitutes a violation of the applicable regulations, or if you are not satisfied with the response provided by TEXDECOR GROUP to your request to exercise your rights, you can lodge a complaint with the CNIL, directly on its website (https://www.cnil.fr/fr/plaintes), or by post to the following address: Commission Nationale de l'Informatique et des Libertés 3 place de Fontenoy TSA 80715 75334 Paris Cedex 07 You are invited to contact TEXDECOR GROUP in advance in order to resolve any possible problem.