

Privacy Notice – PathMotion

1. Introduction

This Privacy Notice is intended to describe the practices EY follows in relation to the PathMotion SAS (“PathMotion”) with respect to the privacy of all individuals whose personal data is processed and stored in France and Belgium.

2. Who manages PathMotion?

“EY” refers to one or more of the member firms of Ernst & Young Global Limited (“EYG”), each of which is a separate legal entity and can act as a data controller in its own right. The entity that is acting as data controller by providing the PathMotion services on which your personal data will be processed and stored is PathMotion SAS, 9 Rue Vineuse, Paris 75017, France.

The personal data you provide in the PathMotion platform is shared by PathMotion with one or more member firms of EYG (see “Who can access your information” section below).

PathMotion is hosted on servers in France and Belgium.

3. Why do we need your information?

PathMotion offers an online discussion platform between EY employees and job candidates. Your information is required to remain in contact with you (to notify of responses from EY employees) and provide the basic functions of the services.

Your personal data processed in the PathMotion platform is used as follows:

- Providing the services: the question and answer platform plus all related notifications
- Additional recruitment data that may be used when assessing applications. To view what data is collected by the platform, view PathMotion’s End User Agreement, “Personal data and privacy on the platform” section.

EY relies on the following basis to legitimise the processing of your personal data in the PathMotion platform:

Consent

The provision of your personal data to EY is optional.

4. What type of personal data is processed in the PathMotion platform?

PathMotion processes these personal data categories: FIRST NAME, LAST NAME, EMAIL

[OPTIONAL]: CITY, COUNTRY, PHONE NUMBER, PROFILE PHOTO, PLATFORM BROWSING BEHAVIOUR

This data is sourced DIRECTLY FROM THE PLATFORM

Sensitive Personal Data

Sensitive personal data reveals your racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, data concerning health or data concerning sex life or sexual orientation.

“EY does not intentionally collect any sensitive personal data from you via the PathMotion platform. There is no intention to process such information but it may be published on the platform.”

5. Who can access your information?

Your personal data is accessed in PathMotion’s administrative portal by the following persons/teams:

- PathMotion account administrators
- EY UK administrators

The access rights detailed above involves transferring personal data in various jurisdictions (including jurisdictions outside the European Union) in which EY operates (EY office locations are listed at www.ey.com/ourlocations). EY will process your personal data in the PathMotion platform in accordance with applicable law and professional regulations in your jurisdiction. Transfers of personal data within the EY network are governed by EY’s Binding Corporate Rules (www.ey.com/bcr).

6. Data retention

In relation to the retention of personal data in the PathMotion platform, accounts are deleted after a period of 3 years of inactivity (if nothing posted publicly), or anonymized—removing all personal data. This process is automatic on the platform.

Your personal data will be retained in compliance with privacy laws and regulations.

After the end of the data retention period or when the purpose for processing (see question 3 above) is complete, your personal data will be deleted.

7. Security

EY is committed to making sure your personal data is secure. To prevent unauthorized access or disclosure, EY has technical and organizational measures to safeguard and secure your personal data. All EY personnel and third parties EY engages to process your personal data are obliged to respect your data’s confidentiality.

8. Controlling your personal data

EY will not transfer your personal data to third parties (other than any external parties referred to in section 6 above) unless we have your permission or are required by law to do so.

You are legally entitled to request details of EY’s personal data about you.

To confirm whether your personal data is processed in the PathMotion platform or to access your personal data in the PathMotion platform, contact your usual EY representative or email your request to global.data.protection@ey.com.

9. Rectification, erasure, restriction of processing or data portability

You can confirm your personal data is accurate and current. You can request rectification, erasure, restriction of processing or a readily portable copy of your personal data by contacting your usual EY representative or by sending an e-mail to global.data.protection@ey.com

10. Complaints

If you are concerned about an alleged breach of privacy law or any other regulation, contact EY’s Global Privacy Officer, Office of the General Counsel, 6 More London Place, London, SE1 2DA, United Kingdom or via email at global.data.protection@ey.com or via your usual EY representative. An EY Privacy Officer will investigate your complaint and provide information about how it will be handled and resolved.

If you are not satisfied with how EY resolved your complaint, you have the right to complain to your country’s data protection authority. You can also refer the matter to a court of competent jurisdiction.

11. Contact us

If you have additional questions or concerns, contact your usual EY representative or email global.data.protection@ey.com.