

# Data protection policy of the [www.invivo-group.com](http://www.invivo-group.com) website

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## PREAMBLE

As part of its activities, the InVivo Group makes respect for the privacy of its customers, candidates and users a real priority and pays close attention to the responsible use of personal data, in line with the principles and rules laid down by Regulation (EU) 2016/679 on the protection of personal data (hereinafter "the Regulation") and French Law No. 78-17 of 6 January 1978 on information technology and civil liberties, as amended.

The processing of personal data carried out on its institutional website by the InVivo group is intended to comply with European and French data protection regulations. It is part of a commitment to transparency, security and control of data for individuals concerned by the processing described below.

This online privacy policy aims to detail the different categories of personal data that we collect through this website, to present in simple terms how we use and protect it, the legal bases on which we rely to justify this processing, and your rights regarding your personal data.

Thank you for the time you will devote to read this notice !

## 1. SCOPE OF THIS NOTICE

This online privacy policy sets out the terms and conditions governing the processing of data by the InVivo group when you browse the corporate website [www.invivo-group.com](http://www.invivo-group.com) (hereinafter our "Website").

For further clarification or to manage the use of cookies on our Website at any time, our consent management platform is available continuously by clicking on the dedicated logo at the bottom of your screen.

For information on the data processing carried out by the InVivo Group in a more general way with regard to all its stakeholders, we invite you to read our **General Charter on the protection of personal data by the InVivo Group**, also available by clicking on the "Data Privacy" link at the bottom of our Website, then selecting the "Personal data Charter".

## FOUNDING PRINCIPLES

In general, the InVivo group undertakes to ensure that your personal data is, through its Website:

- ▶ Processed lawfully, fairly and transparently in relation to the individuals concerned ;
- ▶ Collected for specific, explicit and legitimate purposes.
- ▶ Adequate, relevant and limited to what is necessary in relation to the purposes for which it was collected in application of the principle of data minimization.
- ▶ Accurate and up-to-date – in the event that any data concerning you is inaccurate, you are invited to inform us at the [rgpd@invivo-group.com](mailto:rgpd@invivo-group.com) address so that corrections can be made ;

- ▶ Kept in a form that allows you to be identified, for a period not exceeding that strictly necessary for the purposes for which your data was initially collected, this period may be extended by any legal limitation periods to which we are subject in the course of our activities ;
- ▶ Processed in such a way as to ensure the appropriate security of your personal data against destruction, loss, alteration or unauthorized access.

## 2. HOW WE PROCESS YOUR DATA

The collection of your personal data is not mandatory on our Website, but we may carry out certain processing operations with your involvement. In this context, you will find below details on the methods that govern the processing of your data :

- ▶ Purposes (why do we collect your data ?) ;
- ▶ The categories of personal data collected ;
- ▶ The legal basis (what legally entitles us to carry out this processing ?) ;
- ▶ The retention period (for how long do we keep your data ?).

Purpose of the processing	Categories of Personal Data	Legal basis	Retention period
Perform statistical audience measurements	Cookies	Your Consent	No cookie deposit in case of refusal; Retention 13 months with your consent, or immediate deletion if consent is withdrawn
To provide you with information relating to the activity of the InVivo Group	Identity data Function Interviews	Legitimate interest in sharing information relating to the Group's professional life	Data published for a relevant period of time and regularly updated. Image rights signed for a specific period
Recruitment : to allow you to apply for our job offers	Identity data, contact data, CV, cover letter	Execution of pre-contractual measures taken at your request	2 years after our last contact if the procedure does not result in a contractual relationship with you ; in the meantime, the applicant may request the deletion of his or her data at any time.

With regard to recruitment, please note that when you apply for our job offers, you will be redirected to the online platform of our recruitment partner TalentSoft, which allows us to collect your applications digitally in a secure way.

Our relationship with this partner is governed by a contract providing adequate security measures with regard to your personal information, with appropriate safeguards.

You can submit your applications to us in two places in our Careers section : by clicking on "Unsolicited application" or by clicking on one of our job offers. This will allow you to :

- ▶ Either create a candidate profile that collects the following personal information: email address, first name, surname, language, language level, CV, cover letter.
- ▶ Or to apply with a single click when you have selected a job offer, in which case we collect the following personal information : email address, first name, surname, CV.

Please note that in both cases, your personal data will be stored in the same way, in accordance with the terms and conditions specified in the table above.

Please also note that you can apply for our job offers through external professional platforms, such as LinkedIn, Indeed, Welcome to the Jungle, etc. In this case, the information you submit when applying is also transmitted to our partner Talentsoft for centralized management of these applications by our dedicated departments.

### 3. WHEN DO WE COLLECT YOUR PERSONAL DATA?

The collection of your personal data is done directly from you and takes place :

- ▶ When you browse our Website (cookies);
- ▶ When recording interviews with our employees or partners ;
- ▶ When you apply for our job offers.

### 4. AUTOMATED DECISION-MAKING

A fully automated decision is a decision taken in respect of a person through algorithms applied to their personal data, without any human intervention in the process. It may generate significant legal effects for data subjects, such as the inability to access a service.

Please note that we do not carry out any automated processing of personal data with such legal effects on our corporate website [www.invivo-group.com](http://www.invivo-group.com).

### 5. WHAT ARE YOUR RIGHTS ?

You are in control of your data and have many rights in its management. You can ask us to exercise your following rights:

<b>ACCESS</b>	You can ask us to confirm that we are processing personal data about you and ask us for a copy of it.
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<b>RECTIFICATION</b>	You can ask us to rectify or amend personal data about you that is no longer up-to-date, inaccurate or incomplete. Please note, however, that with regard to the "Careers" section, you can also directly correct your profile and data by accessing your Candidate area.
<b>OPPOSITION</b>	You can object to the collection and use of your data.
<b>WITHDRAWAL OF CONSENT</b>	If you have provided us with your consent, it is reversible and you can withdraw it at any time, immediately stopping the processing in question.
<b>ERASURE</b>	You can ask us to delete your personal data when you withdraw your consent, exercise your right to object or if the data lapses.
<b>RESTRICTION OF PROCESSING</b>	You can obtain the temporary restriction of processing if you contest the accuracy of the data or the lawfulness of the processing.
<b>DIGITAL DEATH</b>	Applicable to French citizens, you can define, during your lifetime, guidelines relating to the retention, erasure and communication of your personal data after your death. These guidelines may be changed or revoked at any time. In the absence of such guidelines, your data will be deleted within the legal deadlines. Your heirs will be able to exercise their rights over your data and in particular request its deletion.

If you wish to exercise any of your rights in accordance with data protection regulations, or in the unfortunate event that you become aware of a non-compliance or failure in the processing of your personal data, you can send your request through the following channels:

- ▶ By post, to the following address:  
**"UNION INVIVO, To the attention of the Data Protection Officer, 83 avenue de la Grande Armée, 75116 PARIS Cedex"**
- ▶ However, to ensure faster processing of your request, we advise you to send your request digitally to the dedicated address [rgpd@invivo-group.com](mailto:rgpd@invivo-group.com), specifying that your request concerns the processing carried out through our corporate website [www.invivo-group.com](http://www.invivo-group.com).

In addition, you can lodge a complaint with the supervisory authority of the Member State in which you reside as your main occupation, at your place of work or where the non-compliance or breach of your personal data has been committed. In France, we invite you to consult the website of the "Commission Nationale de l'Informatique et des Libertés" ([www.cnil.fr](http://www.cnil.fr)) for additional information on your rights to appeal and the procedure required, or to send your request to them at the following address: **Commission nationale de l'informatique et des libertés (CNIL), 3 Place de Fontenoy - TSA 80715, 75334 PARIS CEDEX 07.**

From the date of receipt of your request to exercise your right, we have 1 month to respond, which we may extend by 2 additional months if the complexity of the request requires it.

Please note that a request to exercise a right can only concern your own personal data (with the exception of a delegation obtained in a directive issued in the context of the right to digital death) ; it may also be rejected in certain specific cases (law not applicable by virtue of the legal basis applicable to the processing, compliance with an obligation of confidentiality, manifestly abusive request, etc.) or require you to assure us that you are the data subject (request for additional information).

In any case, you will be informed as soon as possible to ensure a smooth and fastest possible processing of your request.

## 6. WHO IS LIKELY TO HAVE ACCESS TO YOUR PERSONAL DATA?

### Recipients of your data

The data we collect is shared with our authorized staff, any member entity of the InVivo group and subcontractors we use in the course of our activity. We never transfer your personal data to unauthorized third parties or to parties who do not meet the requirements set out in the applicable regulations.

### Data transfers outside the European Union

We use the Google Analytics audience measurement service, which collects information about your browsing on our Website, with your consent. This service is published by Google LLC based in Mountain View, United States, a [certified company under the EU-US Data Privacy Framework](#), which regulates measures considered equivalent to the GDPR by the European authorities.

Apart from this service, your data is processed within the European Union and benefits from a very high level of protection and confidentiality.

However, if your data should in the future be processed by other processors or recipients located outside the European Economic Area whose country of establishment is not considered to provide an adequate level of protection within the meaning of Article 45 of the GDPR, we undertake to guarantee the protection of your personal data in accordance with the strictest rules, in particular through the signature, on a case-by-case basis, contractual clauses based on the European Commission's model, or any other GDPR-compliant mechanism.

## 7. UPDATE OF THIS NOTICE

To continuously improve and be transparent with you, we reserve the right to modify this Online Privacy Policy at any time.

We therefore encourage you to refer to this document on a regular basis for your informed information and thank you for your trust in this regard !

*Latest version: March 2026*

We hope that this information notice answers all the questions you may have. Congratulations for your vigilance about your personal data, we wish you a pleasant visit to our website !