

法國巴黎銀行集團應徵者個人資料蒐集、處理及利用告知聲明

BNP Paribas SA Notice for Collection, Processing and Use of Personal Data of Job Applicants

法國巴黎銀行集團及其在台灣之分行、子公司、關係企業或聯營事業（即法商法國巴黎銀行股份有限公司台北分公司 / 台中分公司 / 高雄分公司、法商法國巴黎人壽保險股份有限公司台灣分公司、法商法國巴黎產物保險股份有限公司台灣分公司、巴黎管理顧問股份有限公司、法銀巴黎證券股份有限公司、法銀巴黎證券投資顧問股份有限公司）（下稱**本集團**）致力保障應徵者（下稱**應徵者**）資料、資訊及文件（下稱**應徵者資料**），以及遵守個人資料保護法相關法令的規範，而應徵者亦應遵守個人資料保護法相關法令的規範。

BNP Paribas SA and its branches, subsidiaries or affiliates in Taiwan (i.e., BNP Paribas Taipei / Taichung / Kaohsiung branch, Cardif Assurance Vie Taiwan branch, Cardif Assurances Risques Divers Taiwan branch, Paris Management Consultant Co., Ltd., BNP Paribas Securities (Taiwan) Co., Ltd., BNP Paribas Asset Management Taiwan Co., Ltd.) (collectively, the **“Group”**) endeavors to protect the data, information and documents (the **“Applicant’s Data”**) provided by the job applicant (the **“Applicant”**) and observe the Personal Data Protection Acts and relevant regulations, with which the Applicant is also required to comply.

一、蒐集應徵者資料的目的

Purpose of Collecting Applicant’s Data

應徵者同意個人資料可用於應徵者在本集團所申請的職位，以作為人力資源管理用途。

The Applicant agrees that his/her data may be used for the purpose of applying for job vacancy and human resource management.

- 這些個人資料包括甄選過程中必要提交的項目：工作經歷、職稱、薪資、學歷、相關證照、緊急聯絡人及其他與應徵職務相關資料之提供。應徵者得自由選擇提供之個人資料，但如未能提交有關資料，應徵者申請之處理及結果將受到影響。
The personal data includes required items during job application process: work experience, job title, salary, diploma, relevant certification, emergency contact and other documents relating to job application. The Applicant may freely choose to provide with the relevant data. However, failing to provide such data will impact the handling and outcome of his/her application.

- 如應徵者未能接受本集團的聘請，其申請時提交的應徵者資料將被轉載至人力資料庫中，俟有其他適合之職缺時，本集團可主動與應徵者聯繫。惟申請日起之合理期間內倘未有合適機會，應徵者資料將予以銷毀。

If the Applicant is not offered with a job by the Group, the Applicant’s Data will be stored in human resource database. The Group may proactively contact the Applicant in case there is other suitable job opportunities. If there is no such opportunity within a reasonable period of time, the Applicant’s Data will be destroyed.

二、蒐集應徵者之個人資料類別

Classification of Collected Applicant’s Personal Data

- 識別類（如姓名、電話、電子郵件等）
Identification (such as names, phone numbers, email address)

- 特徵類 (如年齡、性別、國籍等)
Characteristic (e.g., age, gender, nationality)
- 家庭情況 (如家庭成員等)
Family information (e.g., family members)
- 社會情況 (如住所地址、財產資料、工作許可文件、居留證明文件等)
Social information (e.g., residence address, property details, work permit, proof of residence)
- 受雇情況 (如僱主名稱、工作職稱、薪資等)
Employment (e.g., employer name, job title, salary)
- 教育、考選、技術或其他專業 (如學歷資格、職業專長等)
Education, certification, skills or other expertise (e.g., diploma, professional skills)

三、個人資料利用之期間、對象、地區、方式

Time Period, Person, Area and Methods to Use of Personal Data

- 期間：特定目的存續期間 (除另有法令規定或合約關係，不在此限)。
Time period: the existence period of the specific purposes (unless otherwise provided by the law or contractual arrangement).
- 對象：法國巴黎銀行集團及其在臺灣之分行、子公司、關係企業或聯營事業公司 (即法商法國巴黎銀行股份有限公司台北分公司 / 台中分公司 / 高雄分公司、法商法國巴黎人壽保險股份有限公司台灣分公司、法商法國巴黎產物保險股份有限公司台灣分公司、巴黎管理顧問股份有限公司、法銀巴黎證券股份有限公司、法銀巴黎證券投資顧問股份有限公司)、受本集團委託處理事務之委外機構、與本集團業務相關之機構 (如：財團法人金融聯合徵信中心) 或依法對前開機構有管轄權之機關或金融監理機關。
Person to use: BNP Paribas SA and its branches, subsidiaries or affiliates in Taiwan (i.e., BNP Paribas Taipei / Taichung / Kaohsiung branch, Cardif Assurance Vie Taiwan branch, Cardif Assurances Risques Divers Taiwan branch, Paris Management Consultant Co., Ltd., BNP Paribas Securities (Taiwan) Co., Ltd., BNP Paribas Asset Management Taiwan Co., Ltd.), service providers engaged by the Group, relevant entities with business relationship with the Group (e.g., the Joint Credit Information Center) or competent authorities and financial supervisory agencies with the jurisdiction over the aforementioned entities.
- 地區：上述對象所在之地區。
Area: Any place where the above persons to use is located.
- 方式：符合個人資料保護相關法令以自動化機器或其他非自動化之利用方式之蒐集、處理、國際傳輸與利用。
Method: Collection, processing, international transmission and use via automatic machines or other non-automatic means in compliance with the laws and regulations relating to the protection of personal data.

四、應徵者資料維護

Data Protection of the Applicants

本集團將盡力維護應徵者資料的隱私，不會向任何第三者傳達或透露應徵者的個人資料。

The Group will endeavor to protect the privacy of the Applicant's Data and will not transmit or disclose such data to any third party.

五、應徵者得行使之權利

Rights of the Applicants

根據個人資料保護法，應徵者有權 1.請求查詢或閱覽、2.請求製給複製本、3.請求補充或更正、4.請求停止蒐集、處理、利用、5.請求刪除應徵者資料。如應徵者希望行使這些權利，請與本集團之人力資源部門聯絡。但前述停止蒐集、處理、利用或請求刪除應徵者資料之請求，不得妨礙本集團履行法定義務。

According to Personal Data Protection Act, the Applicant is entitled to 1. make inquiry and request for review, 2. request to make duplications, 3. request to supplement or correct, 4. request to cease the collection, processing or use and 5. request to delete the Applicant's Data. If the Applicant wishes to exercise the aforementioned rights, please contact the HR department of the Group, provided that the above request to cease the collection, processing, use or delete the Applicant's Data shall not interfere with the performance of regulatory obligations by the Group.

六、更改應徵者資料蒐集聲明

Change of Notice

本集團於符合個人資料保護法及相關法規之範圍內，保留隨時修改此聲明的權利。

The Group reserves the right to amend the Notice to the extent permitted by Personal Data Protection Act and relevant regulations.

本聲明以中英文作成，如有歧異概以中文版為主。

The Notice is prepared in both Chinese and English. In the event of any discrepancies, the Chinese version shall govern.

本人確認已詳閱、了解並同意以上應徵者個人資料蒐集、處理及利用告知聲明。

The Applicant hereby confirms he/she has reviewed, understood and agreed the above.