



# BWELCOME - BNP PARIBAS RECRUITEMENT

## COOKIES POLICY

May 2024

The BNP Paribas Group is committed to delivering the best possible service to you while maintaining the confidence that you place in us.

In this context, we have adopted strong principles to ensure the protection of your data.

As such, we would like to provide you with transparent information about how we place, use and store cookies on your device when you use our website and/or our mobile application BWELCOME (the “Website”) and you present the options to manage and delete cookies.

### 1. What is a cookie?

Cookies are small text, image or software files that can be placed and/or read on your device when you access our Website or our Application. The word “device”, when used in this Cookies Policy, refers notably to computers, smartphones, tablets and all other devices used for accessing the internet.

Cookies may be either: (i) session specific, meaning that they are deleted from your device once the session and browser are closed; or (ii) persistent meaning that they will remain on your device until they are removed.

### 2. What kind of information can be stored in a cookie?

The information stored by cookies placed on your device may relate to the following elements, within the limit of their retention period:

- the web pages you have visited using this device;
- the advertisements you clicked on;
- the type of browser you are using;
- your IP address;
- and any other information you have provided on our Site / application.

Cookies may contain personal data covered by our Data Protection Notice available in the footer of BWELCOME website.



3. What type of cookies do we use? Is it possible to refuse the installation of these cookies?

Cookies we use on this Site / Application are exclusively cookies which have the sole purpose of enabling or facilitating communication by electronic means or which are strictly necessary for the operation of the Site / Application.

For instance, cookies we use on this Site / this Application can allow us to:

- Authenticate and identify you on our Website and/or Application in order to provide you with services that you have requested;
- Enhance the security of the Website and/or Application, including to prevent fraudulent use of login credentials and protect user data from access by unauthorised parties (for example by limiting robotic or unexpected access attempts);
- Monitor your use of our Website and/or Application in order to improve them for example by optimizing its technical performance or ergonomics;
- Keep track of your preferences and settings in your use of our Website and/or Application (e.g. language, time zone etc.).

For further reference, below is a detailed description of said cookies.

Cookie source	Purpose	List of partner cookies used on the Site	Retention period of the cookies by our partner
Avature	Avature supplies our Talent Acquisition-related technology. When you visit our Site and apply for a position in one of the companies of our Group, cookies are placed on your device which store information about your activity, consent or preferences. Some of these cookies are only applicable and therefore active if you log in our application (by ways of a user account created by and for you)	<p><b>Session cookie</b> (ScustomPortal-{portalId}):</p> <p>Used to keep user logged through privated portal areas.</p> <p>If the portal belongs to a portal group, it will be ScustomPortal-{portalGroupUuid}</p> <p><b>Language cookie</b> (portalLanguage-{portalId}):</p> <p>Used to store current language</p>	<p>Session cookie: Duration of the session.</p> <p>Language cookie: Duration of the session.</p> <p>Token field for CSRF: 1 hour.</p> <p>Cookie consent preferences: 180</p>



		<p>selected by user in the portal.</p> <p><b>Token field for Cross Site Request Forgery (CSRF) (tokenField):</b></p> <p>Used for CSRF protection (only for logged users).</p> <p><b>Cookie consent preferences (userCookieConsent-{portalId}):</b></p> <p>Used to store the cookie types allowed/declined by the users in portals with the cookie management feature enabled, so users don't have to renew their consent on every page view/visit.</p>	<p>days.</p>
--	--	--	--------------

The use of cookies strictly necessary for the proper functioning of the Site / Application does not require your consent. This is why no module for managing your cookie preferences is available on this Site / Application.