

Talend Recruitment Privacy Notice

The Privacy Policy below goes into effect on January 18, 2023.

Last updated: January 18, 2023

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Introduction.

The Talend group of companies (“we”, “us”, “our” or “Talend”) take your data protection rights seriously. This Privacy Notice describes the categories of personal data we may collect from internal and external job applicants, including referral and applicants who have applied directly through the Talend online recruitment system, as well as through third party agencies and recruiters on behalf of candidates (collectively, “you” or “your”). It also describes for what purposes the information is collected and processed, and how your privacy is safeguarded in the course of our relationship with you.

In this Privacy Notice, personal data means any data describing or relating to an identified or identifiable individual. An identifiable individual is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, online identifier, or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that individual.

Please note that this Notice does not cover the handling of Personal Information regarding your use of our Services, which is governed by our master [Privacy Notice](#), and does not apply to the personal information collected and processed by Talend about its employees, which is governed by a separate privacy notice.

This Privacy Notice is intended to comply with our obligations to provide you with information about our processing of your personal data under privacy laws, and it does not form part of or imply any contract of employment or engagement.

What Personal Information does Talend collect?

In connection with your application to work with us, we will collect, store and process the following categories of personal information about you from the sources below.

If you do not provide us with the necessary personal data, or if we are unable to obtain it elsewhere, we may not be able to proceed with the application or consider you for a position.

Where this is necessary and permitted by local applicable laws, we may ask you to provide certain personal data not described in the below table. In this case, the personal data we will ask you to provide, and the reasons why we ask you to provide it, will be made clear to you at the point we collect your personal data.

Information You Provide.

The following categories of information we collect and have collected in the last 12 months:

- **Personal Identification**, including you first name, last name, preferred name, identification document (ID) (Depending on your country of location, this may be your ID and national ID number, your passport and passport number, or your driver license and driving license number).
- **Contact data**, including home address, personal telephone number, personal email address, and default language.

- **Recruitment and selection data**, including your education, skills and experience, qualifications, references, CV and application, transcripts, certifications, cover letter, LinkedIn/Twitter profile (optional).
- **Audio visual data**, including your photo, video and voice recordings, photo of your at-home workspace.
- **Information you voluntarily submit**, including any information you include within your resume, cover letter, or otherwise communicate to us.

Sensitive Personal Information you provide.

To the extent permitted by applicable laws, and with your consent where applicable, Talend collects and processes a limited amount of sensitive personal data falling into special categories, sometimes called "sensitive personal information". The following categories of sensitive personal information we may collect and have collected from you in the last 12 months includes:

- **Background record information**, including background report(s) may contain information such as credit standing, criminal history, professional licensing, credential and certification checks; drug/alcohol testing results and history, military service.
- **Personal characteristics**, including data for diversity monitoring where permitted by applicable law, immigration processing documentation, including visa and work permit information (if applicable), disability and veteran status.
- **Physical or mental health**, including information about any health issues or disabilities, details of accommodations or adjustments, and information related to your wellness prior to an in-person interview.
- **Communication content**, including any content within any messages you send, for example by email, phone, or other messaging services.

Information collected automatically

In some circumstances, data will sometimes be collected automatically and indirectly from your use of Talend Systems or by other means (for example, building and location access control and monitoring systems, such as CCTV), if and to the extent permitted by applicable laws. The categories of information we automatically collect and have collected in the last 12 months includes:

- **Monitoring data**: CCTV (Close Circuit Television or Video image) footage, building and location access control, monitoring systems, and data caught by IT security programs and filters. For example, if you enter Talend's premises for an on-site interview, we may collect your image through our building access control and CCTV, if and to the extent permitted by applicable laws.
- **Information collected through cookies**, which are small data files stored on your device that act as a unique tag to identify your browser. We use various cookies to ensure the functioning of our Talend Systems, and to help us understand how our Talend Systems are being used. We use two types of cookies: session cookies and persistent cookies. Session cookies make it easier for you to navigate our website and expire when you close your browser. Persistent cookies help with personalizing your experience, remembering your preferences, and supporting security features.

- **Other Tracking Technologies**, including pixels and web beacons, which are embedded in a website, video, email, that sends information about your use. When you access a piece of content contains a pixel, the pixel may permit us or a separate entity to drop or read cookies on your browser. Pixels are used with cookies to track activity by a particular browser on a particular device. We may incorporate pixels from separate entities that allow us to track our conversions and provide you with additional functionality.

Information collected from other sources

We also create information that is linked to you and obtain some information from third parties. The categories of sources we collect and have collected information from in the last 12 months includes:

- Your previous employers, academic institutions, or certification providers.
- Information provided by background checking agencies and other external database holders (for example credit reference agencies).
- Information provided by recruitment or executive search agencies we may have used to introduce us.
- Publicly available information, and information published on LinkedIn.
- Feedback our employees who interview you and who may provide feedback about you.

The following categories of information we collect and have collected from other sources in the last 12 months includes:

- **Personal Identification**, including you first name, last name, and preferred name.
- **Contact data**, including home address, personal telephone number, personal email address, and default language.
- **Recruitment and selection data**, including your education, skills and experience, qualifications, references, CV and application, record of interview, or cover letter, LinkedIn/Twitter profile.
- **Background record information**, including background report(s) may contain information such as credit standing, criminal history, professional licensing, credential and certification checks; drug/alcohol testing results and history, military service.
- **Personal characteristics**, including data for diversity monitoring where permitted by applicable law, immigration processing documentation, including visa and work permit information (if applicable), disability and veteran status.
- **Physical or mental health**, including information about any health issues or disabilities, details of accommodations or adjustments, and information related to your wellness prior to an in-person interview.
- **Communication content**, including any content within any messages you send, for example by email, phone, or other messaging services.
- **Informal opinion data**, including information generated in the course of the employment, relating to the administration or management of Talend relationship with the employee.

How does Talend use Personal Information?

We collect and use personal information for business and commercial purposes in accordance with the practices described in this Privacy Notice. Our business purposes for collecting and using information, including in the last 12 months, include to:

- Communicate with you and facilitate communication with our employees.
- Verify of your identity, your legal right to work, and check references.
- Assess your suitability to work for us on the basis of education, professional experience, and interviews conducted at Talend by the recruitment team or the recruitment manager, in order to find the right fit for the job.
- Compare you with other applicants and make a decision whether to offer you employment.
- Where necessary, to contact you if you are not successful should another potentially suitable vacancy arise following the completion of the recruitment process for the role you applied for.
- Prepare to bring you on board as an employee where you accept an offer of employment from us. Make a job offer and provide a contract of employment.

Use of Special Categories of Personal Information.

Subject to local laws, depending on the work location of the position you are applying for, and your consent where applicable, our business purposes for collecting and using special categories of personal information, including in the last 12 months, include to:

- Get insight into candidates' background, ensure we hire reliable employees, and verify candidates' information for truthfulness and accuracy;
- Create, manage, and improve our recruitment system, job applications, and database of applicants;
- With your consent where applicable, send you details regarding other Talend jobs you may be interested in;
- Comply with US EEO1 legal requirements and Talend Affirmative Action Plan;
- Ensure equality of opportunity and diversity with regard to personal characteristics protected under applicable anti-discrimination laws, and address any complaint in connection to such laws;
- Comply with employment, health and safety or social security laws;
- Ensure fair and lawful management of your candidacy;
- Operate the relationship with third party customers including the disclosure of relevant vetting information in line with the appropriate requirements applicable to regulated customers;
- Anticipate reasonable accommodations or adjustments;
- Detect, prevent, and respond to fraud or potentially illegal activities.
- Avoid unlawful discrimination or deal with complaints arising in this regard; and

- Where authorized by applicable laws, and depending on the work location of the position you are applying for, Talend may carry out criminal record check on recruitment.

Who does Talend share my Personal Information with?

Your personal data will be accessed by third parties whom we work with for providing us with services, such as hosting, supporting and maintaining the framework of our HR information systems.

We share information we collect in accordance with the practices described in this Privacy Notice. The types of entities to whom we disclose and have shared information with in the last 12 months, include the following:

- **Group Companies.** We share information with our related entities including our parent and affiliated companies for business purposes such as to facilitate communication between Talend employees.
- **Service Providers.** We may share your information with our contracted service providers, who provide services such as our Human Capital Management System and local payroll and benefits systems. Data contained in such systems may be accessible by providers of those systems, their associated companies and sub-contractors. These third parties act as a "data processor" for Talend (for example a payroll provider), which means that they carry out their tasks on our behalf and upon our instructions for the above-mentioned purposes. Your personal data will only be disclosed to these parties to the extent necessary to provide the required services. Talend also makes sure that these third parties only process the data disclosed to them in accordance with applicable law, including with respect to data confidentiality and security.
- **Professional Advisers.** In some instances, we may share your personal information with professional advisers acting as service providers, processors, or controllers - including our lawyers, bankers, auditors, investors, consultants, insurers, and other professional advisors.
- **Legal Rights and Compelled Disclosure.** Talend will disclose your personal information to competent law enforcement body, regulatory, government agency, court or other third party, including (i) as a matter of applicable law or regulation, including to meet national security or law enforcement requirements in response to lawful requests (ii) to exercise, establish or defend our legal rights, including to comply with legal obligations such as subpoenas, court orders or search warrants, and as otherwise authorized by law, and (iii) to protect to protect the rights, property, life, health, security and safety of us, the Talend Systems or anyone else.
- **Facilitating Requests.** We share information at your request or direction.

Your privacy rights

Your rights.

In certain regions of the world, such as the European Economic Area, you may have some of the following rights:

- Know about how we process and share your personal information.

- Access, modify, correct, or delete the personal information.
- Receive an electronic copy of the personal information we have about you.
- Restrict, or object to, how we process personal information about you.
- Opt-out of certain disclosures and sharing of your personal information.
- Not be subject to a decision based solely on automated processing, including profiling, which produces legal effects.
- Not receive discriminatory treatment by us for the exercise of your privacy rights.
- The right to object to the processing of your personal information based on our legitimate interest.
- If we have collected and process your personal information with your consent, you can withdraw your consent at any time. Withdrawing your consent will not affect the lawfulness of any processing we conducted prior to your withdrawal, nor will it affect processing of your personal information conducted in reliance on lawful processing grounds other than consent.
- You have the right to complain to a data protection authority about our collection and use of your personal information. For more information, please contact your local data protection authority (contact details for data protection authorities in the European Economic Area, Switzerland and certain non-European countries (including the US and Canada) are available [here](#)).

Please note, you may have additional privacy rights depending on where you reside. For more information about additional privacy rights you may have, please see our [Additional Disclosures](#) sections below.

Exercising your rights.

You can exercise your rights by filling out this [request form](#). Please use the email address linked to that personal information; we only complete data subject requests on the information linked to your email address. We will email the email address you provide us to verify your identity and wait for you to respond. We may also ask for additional information in some cases to verify your identity further.

You can designate an authorized agent to make a request on your behalf. To designate an authorized agent, please provide the agent with written permission with your signature, authorizing the agent to submit the request on your behalf. We will contact you to verify your identity before we fulfill the request.

We may keep certain information for recordkeeping purposes, or to complete a transaction you began prior to requesting a change or deletion. Sometimes your request doesn't ensure complete removal of the content or information (e.g., if another user has reposted your content).

We respond to all requests we receive from individuals wishing to exercise their data protection rights in accordance with applicable data protection laws.

Please note, not all data linked to you over the course of your relationship with Talend is considered personal data for purposes of fulfilling data access requests, and certain requests you make may be subject to limitations, exclusions and exceptions, such as to protect Talend intellectual property. Accordingly, if you make a data privacy right request to Talend, Talend may limit its response in accordance with applicable law.

Automated Decision Making

We may process your information using solely automated means. This may have significant effects for you, namely that you may be rejected for the role you applied for without us ever reviewing your application. For instance, your application may be automatically rejected if an open role is filled while you are in the first or review stage of the recruitment process. Our recruiters can reactivate candidates that have been rejected at a later date, if necessary. We may make these automated decisions about you where required or authorised by law or where you give your explicit consent.

Subject to applicable law, you can contact us using this [request form](#) to request further details about automated decision-making, object to our use of automated, decision-making, or request an automated decision to be reviewed by a human being.

How does Talend keep my Personal Information secure?

We implement and maintain reasonable and appropriate technical, physical, and administrative security measures to protect the security of the personal information that we collect and process about you from unauthorized access, disclosure, alteration, and destruction. The measures we use are designed to provide a level of security appropriate to the risk of processing your personal information. Information transmitted via the internet is not completely secure, and we cannot guarantee the security of your information. Please consult our [Security Webpage](#) for more information about Talend security practices.

Data Retention.

How long we retain your personal information will depend on the purpose and what is legally permitted. We retain personal information we collect from you for a period of time consistent with the purpose of collection. For example, we will keep your personal data until the position you are applying for has been filled. Thereafter, we will retain your personal data for a period of time that enables us to:

- Maintain business records for analysis, understanding market trends and/or audit purposes.
- Comply with record retention requirements as required by local law or other relevant legal or regulatory requirements.
- Defend, establish, exercise or bring any existing or potential legal claims.
- Ensure fraud detection and prevention.
- Respond to any queries or complaints you may have.
- With your consent where applicable, suggest roles that may be of interest to you.

Factors we consider when deciding how long to retain your information include: how long we've had a relationship with you, our legal obligations, or legal positions we've taken such as any applicable statutes of limitations.

When the purposes to process your information no longer exist, the applicable retention periods have expired, we will either delete, de-identify, or anonymize your personal information or, if this is not possible (for example, because your personal information has been stored in backup archives), then we

will securely store your personal information and isolate it from any further processing until deletion is possible.

Additional Disclosures.

Disclosures for California Data Subjects.

These additional disclosures for California residents apply only to individuals who reside in California. The California Consumer Privacy Act of 2018 (“CCPA”), as amended by the California Privacy Rights Acts of 2020 (CPRA), provides additional rights to know, delete and opt out, and requires businesses collecting or disclosing personal information to provide notices and means to exercise rights.

Right to Know.

California residents have the right to know certain information about our data practices in the preceding 12 months. Specifically, you have the right to request the following from us:

- The [categories of personal information](#) we have collected about you;
- The [categories of sources](#) from which the personal information was collected;
- The categories of personal information about you we [disclosed for a business purpose](#) or [sold](#);
- The categories of third parties to whom the personal information was [disclosed for a business purpose](#) or [sold](#);
- The [business or commercial purpose](#) for collecting or selling the personal information; and
- The specific pieces of personal information we have collected about you.

To exercise any of your remaining rights that have not been fulfilled via the disclosures within this privacy notice, please submit using this [request form](#). California residents can designate an authorized agent to submit requests on their behalf. For more information on how to exercise these rights, please see the [“Exercising your rights”](#) section.

Purpose of Processing.

To support your relationship with us, we may have collected and disclosed information, including sensitive personal information, within the past 12 months for the business and commercial purposes identified within the [“How does Talend use Personal Information?”](#) section of this notice.

Categories of Collection.

California residents have a right to know the categories of personal information listed in the CCPA we have collected and disclosed in the past 12 months:

- **Identifiers**, including name, alias, signature email address, unique personal identifier, user ID, personal phone number and email address.
- **Professional or employment-related information**, including your job title, CV, work experience, and references.
- **Internet activity**, including your interactions with our Talend Systems.
- **Audio or visual data**, including audio or video we collect while communicating with you.
- **Geolocation data**, including your location inferred by your IP address.

- **Inferences**, including information about your preferences, characteristics, abilities, behavior, and aptitudes.

To the extent permitted by applicable laws, Talend collects and processes a limited amount of sensitive personal data (also commonly known as “special categories” of personal data). The sensitive personal information we collect and have collected in the last 12 months includes:

- Driver's license, state identification card, or passport number where applicable.
- Racial or ethnic origins, disability, and veteran status.
- Physical or mental health status, including details of accommodations or adjustments, and details collected to register for health services.
- Trade union membership.
- Criminal convictions, offences, or presence on a sanction list, each where required or permitted by applicable law.
- Personal characteristics, including gender, nationality, second nationality, date of birth, age, whether the data subject is or has been previously disabled, and reasonable adjustments required as a result.
- Contents of your communications.

We don't infer characteristics or about you based on your sensitive personal information, and we do not disclose sensitive personal information for non-exempt purposes.

For more information on information we collect, including the sources we receive information from, review the "[What Personal Information does Talend Collect](#)" section. For more information about how we collect and use these categories of personal information for the business purposes, see the "[How does Talend use Personal Information?](#)" section. For information regarding how long we retain your personal information, please see the [Data Retention](#) section of this notice.

Collection Sources and disclosure.

We collect Personal Information from the sources detailed in the "[What Personal Information does Talend collect?](#)" section of this privacy notice, including directly from you, where generated by us, from our partners, or from your prior employers.

We may disclose information about you with the parties detailed in the "[Who does Talend share my Personal Information with?](#)", section of this privacy notice, including our affiliates, services providers, and vendors.

Right to Correct Inaccurate Personal Information.

Subject to certain exceptions, you have the right to correct inaccurate Personal Information we maintain about you. To exercise your right to correct inaccurate personal information, please use this [request form](#).

Right to Delete.

Subject to certain exceptions, you have the right to request the deletion of personal information maintained by Talend. If applicable, we will explain the exception and the reasons we denied your request to delete. To exercise your right to delete, please use this [request form](#).

California “Do not sell or share my Personal Information”

Talend does not “sell” or “share” human resource related job applicant data. Talend also does not sell information as the term “sell” is traditionally used; however, to the extent “sale” under the CCPA is interpreted to include advertising technology activities, you may inevitably receive Talend advertising due to your use of our recruiting application platforms and visiting our websites. To fulfill our required disclosures under CCPA, within the last 12 months, we may have “sold” information within each of the following categories:

Personal Information:

- Identifiers like email address, IP address, cookies, and other user tracking information.
- Internet or Other Network Activity.
- Geolocation data.

Sensitive Personal Information: None.

To the extent you would like to manage the cookies found on our Talend Services, if you are a California resident, we monitor and respond to do not track signals for targeted advertising you may have set up in your browser. For more information on how to exercise your rights, please see the “Exercising your rights” section of our master [Privacy Notice](#).

Right to restrict sensitive personal information.

We do not sell your sensitive personal information or share your sensitive personal information to infer characteristics about you. However, Talend Group companies may have access to sensitive personal information across internal departments to fulfill the purposes described in this notice.

Right to Non-Discrimination.

You have the right not to receive discriminatory treatment by us for the exercise of any your rights.

Disclosures for Data Subjects within the European Economic Area, United Kingdom, and Switzerland.***Legal basis for processing personal information***

Whenever Talend processes your personal data, we do so on the basis of a lawful condition for processing. Processing of special categories of data is always justified on the basis of an additional lawful condition. When we are required by local law to collect certain personal data about you, your failure to provide this data may prevent or delay the fulfilment of our legal obligations and may impact our ability to employ you. In the majority of cases, the processing of your personal data will be justified by one of the following bases:

- The processing is necessary for compliance with a legal obligation to which Talend is subject (for example, complying with immigration laws, avoiding unlawful discrimination or health and safety obligations, or meeting statutory record keeping requirements or health and safety obligation);

- Where there is no legal obligation, we will process your data where the processing is necessary to take steps prior to entering an employment contract with you, where you are considered for employment.
- Where the processing is necessary for the legitimate interests pursued by Talend (being those purposes described in the section above) or a third party, except where such interests are overridden by your interests or fundamental rights and freedoms which require protection of personal data (for example to conduct our recruitment processes efficiently and fairly or to manage applicants effectively).
- To protect your vital interests or those of another person.
- In exceptional circumstances where we have no legitimate interest in processing, but you ask us to process data for a particular purpose, we will occasionally carry out the processing on the basis of your consent. Where we rely on your consent, we will make this clear at the time.

Legal basis for processing special categories of personal information

The special categories of personal information that may be processed by Talend are set out in this Privacy Notice. Where we process special categories of data it will be justified by a condition set out above and also by one of the following additional conditions:

- The processing is necessary for the purposes of carrying out the obligations and exercising the rights of you or Talend in the field of employment law, social security and social protection law, to the extent permissible under applicable laws;
- The processing is necessary for the purposes of preventive or occupational medicine, for the assessment of your working capacity, medical diagnosis, the provision of health or social care or treatment or the management of health or social care systems and services, to the extent permitted by applicable laws;
- The processing is necessary to protect your vital interests or of another person where you are physically or legally incapable of giving consent (for example in exceptional emergency situations, such as a medical emergency);
- The processing is necessary for purposes authorized by applicable law;
- The processing is necessary for the establishment, exercise or defense of legal claims; or
- In exceptional circumstances the processing is carried out subject to your explicit consent (as explained below). We will occasionally seek your consent to certain processing which is not otherwise justified under one of the above bases. If consent is required for the processing in question, it will be sought from you separately to ensure that it is freely given, informed and explicit. Information regarding such processing will be provided to you at the time that consent is requested, along with the impact of not providing any such consent. You should be aware that it is not a condition or requirement of your employment to agree to any request for consent from Talend.

European data subject rights

In accordance with the European privacy laws, EEA and Swiss data subjects have the following data protection rights:

- **Right to access, correct and delete your personal data:** Talend aims to ensure that all personal data are correct. You have the right to request access to any of your personal data that Talend may hold, and to request correction of any inaccurate data relating to you. You furthermore have the right to request deletion of any irrelevant data we hold about you.
- **Data portability:** Depending on the legal basis on which we are relying to process your personal data, you have the right to receive all such personal data which you have provided to Talend in a structured, commonly used and machine readable format, and also to require us to transmit it to another controller where this is technically feasible.
- **Right to restriction of processing:** In certain circumstances, you have the right to request that we restrict our processing of your personal data, including:
 - you contest the accuracy of the personal data until we have taken sufficient steps to correct or verify its accuracy;
 - where the processing is unlawful, but you do not want us to erase the data;
 - where we no longer need the personal data for the purposes of the processing, but you require them for the establishment, exercise, or defense of legal claims; or
 - where you have objected to processing justified on legitimate interest grounds (see below) pending verification as to whether Talend has compelling legitimate grounds to continue processing.

Where personal data is subjected to restriction, we will continue to store the information but will otherwise only process it when we are authorized to do so under applicable laws.

- **Right to withdraw consent:** Where we have relied on your consent to process particular information, you have the right to withdraw such consent at any time.
- **Right to object to processing justified on legitimate interest grounds:** Where we are relying upon legitimate interest to process data, then you have the right to object to that processing. If you object, we must stop that processing unless we can either demonstrate compelling legitimate grounds for the processing that override your interests, rights and freedoms or where we need to process the data for the establishment, exercise or defense of legal claims. Where we rely upon legitimate interest as a basis for processing, we believe that we can demonstrate such compelling legitimate grounds, but we will consider each case on an individual basis.
- **Right to complain:** You also have the right to lodge a complaint with a supervisory authority if you consider that the processing of your personal data infringes applicable law. In compliance with the Privacy Shield Principles, Talend Group commits to resolve complaints about our collection or use of your personal information. EU and Swiss individuals with inquiries or complaints regarding our Privacy Shield policy should first contact Talend at: privacy@talend.com. Talend has further committed to cooperate with the panel established by the EU data protection authorities (DPAs) and the Swiss Federal Data Protection and Information Commissioner (FDPIC) with regard to unresolved Privacy Shield complaints concerning human resources data transferred from the EU and Switzerland in the context of the employment relationship.

For further information regarding your rights, or to exercise any of your rights, please e-mail privacy@talend.com.

International transfer of personal data

From time to time your personal data (including special categories of personal data) will be transferred to associated companies of Talend to process for the purposes described in this Data Privacy Notice. This will be applicable, for example, where a manager from that company is responsible for a decision relating to your potential engagement or any job offer with Talend.

These associated companies or managers are located within the European Union (for example, the Human Resources Director for Europe is located in France) and elsewhere in the world (for example, Talend's Parent Company, Talend, Inc., which is located in the United States).

Personal data may also be transferred to third parties (e.g. service providers or regulators as set out above), who may have systems or suppliers located outside the European Union.

As a result, in some circumstances your personal data will be transferred to countries outside of the country in which you live or outside of the European Union to countries whose data protection laws may be less stringent than yours. In this case, Talend will ensure that appropriate or suitable safeguards are in place to protect your personal information and that transfer of your personal information is in compliance with applicable data protection laws.

Talend Group has an intra group data transfer agreement in place which regulates cross border transfers of your data within the Group, according to which all non-EEA Talend entities have committed to protect personal data shared within the Talend Group under the same security standards as requested by the GDPR.

Where required by applicable data protection laws, Talend ensures that service providers (including other Talend associated companies) sign standard contractual clauses as approved by the European Commission or other supervisory authority with jurisdiction over the relevant Company exporter.

You have a right to request a copy of any data transfer agreement under which your personal data is transferred, or to otherwise have access to the safeguards used. Any data transfer agreement made available to you may be redacted for reasons of commercial sensitivity.

In addition, Talend, Inc., Talend USA, Inc., and Stitch, Inc. (collectively referred to as "Talend USA") comply with the EU-U.S. Privacy Shield Framework and Swiss-U.S. Privacy Shield Framework as set forth by the U.S. Department of Commerce regarding the collection, use, and retention of personal information transferred from the European Union and Switzerland to the United States. Talend USA has certified to the U.S. Department of Commerce that it adheres to the Privacy Shield Principles. If there is any conflict between the terms in this privacy policy and the Privacy Shield Principles, the Privacy Shield Principles shall govern. To learn more about the Privacy Shield program, and to view our certification, please visit <https://www.privacyshield.gov/>.

We have further committed to refer unresolved privacy complaints regarding personal data transferred in reliance on Privacy Shield Principles to an independent dispute resolution mechanism, the BBB EU PRIVACY SHIELD. If you do not receive timely acknowledgment of your complaint, or if your complaint is not satisfactorily addressed, please visit <http://www.bbb.org/EU-privacy-shield/for-eu-consumers> for more information and to file a complaint. This service is provided free of charge to you.

We have further committed to cooperate with the panel established by the EU data protection authorities (DPAs) and the Swiss Federal Data Protection and Information Commissioner (FDPIC) with regard to unresolved Privacy Shield complaints concerning human resources data transferred from the EU, the United Kingdom, and Switzerland in reliance on Privacy Shield and in the context of the employment relationship.

If your Privacy Shield complaint cannot be resolved through the above channels, under certain conditions, you may invoke binding arbitration for some residual claims not resolved by other redress mechanisms. See Privacy Shield Annex 1 at <https://www.privacyshield.gov/article?id=ANNEX-I-introduction>.

In certain situations, we may be subject to the investigatory and enforcement powers of public authorities, including the Federal Trade Commission (FTC), and required to disclose personal data in response to lawful requests, including to meet national security or law enforcement requirements.

Where we rely on Privacy Shield Principles for onward transfers of personal data from the EU, the United Kingdom, and Switzerland, including the onward transfer liability provisions, we remain responsible under the Privacy Shield Principles for third-party agents processing personal data on our behalf.

Updates to this Privacy Notice

We reserve the right to update this Privacy Notice from time to time in response to changing legal, technical, or business developments.

When we make material updates to our Privacy Notice, we may take appropriate measures to inform you, including by placing a notice on our Talend Systems and/or by sending you an email when we are required to do so by applicable law.

You can see when this Privacy Notice was last updated by checking the “last updated” date displayed at the top of this Privacy Notice.

How to contact us.

If you have any questions or concerns about our use of your personal information, please contact us at privacy@talend.com.

By mail:

San Mateo, CA, USA (Co-Headquarters):
400 South El Camino Real, Suite 1400
San Mateo, California 94402
United States
Attn: Privacy Counsel

Suresnes, France (Co-Headquarters):
5/7 rue Salomon De Rothschild
92150 Suresnes, France
Attn: Privacy Counsel

Additional contact information for the Talend group of companies can be found [here](#).



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