

In accordance with the "GDPR" (EU Regulation 2016/679 of 27 April 2016), we inform you that you are subject to a personal data processing whose characteristics are presented below.

Constellium UK Ltd., with registered office in Greenville Court, Britwell Road, Burnham, Slough SL1 8DF, United-Kingdom, collects some of your data for the following purposes:

- Management of our legal obligations (social and tax declarations, storage of legal documents, management of pension);
- Management of the performance of your employment contract (payment of your remuneration, management of training, management of business expenses and corporate cards, management of company cars etc.);
- Internal communication (intranet; phone directory);
- Use of IT tools of the company.

This processing is necessary for the performance of your employment contract as well as for the respect of our legal obligations.

The personal data we process concern the following categories:

- Your identity and contact details;
- Your personal situation;
- The information relating to your employment contract (hiring date; position in the company; department; leaving date; annual performance; training etc.);
- The information relating to your remuneration (salary; bonus; vacations; sick leaves; bank details etc.);
- The information about your degrees and professional path;
- Your login information;
- Your social security number.

These data are transmitted to our internal services (HR staff, front line manager), to mandatory organizations and to our partner companies.

We keep these data for a maximum period of 6 tax years as of the end of your employment contract.

In application of articles 16 to 21 of the GDPR and under the strict conditions specified by them, you have the right to object and to restriction to the processing as well as a right of access, rectification, erasure and portability of your data.

These rights can be exercised by the HR staff of Constellium UK.

In case you cannot exercise the aforementioned rights, you can lodge a complaint to the Information Commissioner's Office (<https://ico.org.uk/>).