

# COMPLETE RULES OF THE LES TALENTUEUSES COMPETITION

## Article 1 - Organisation

Semin (hereinafter “the Organiser”), a SAS with capital of €10,298,880, whose registered office is located at 1A RUE DE LA GARE 57920 KEDANGE-SUR-CANNER, 300 398 880 R.C.S. de THIONVILLE, is organising the “Les Talentueuses” competition, with no obligation to buy, governed by the provisions set out in the articles below. The call for entries will run from 01 October 2024 to 28 February 2025.

## Article 2 – Participation

2.1 This competition is open to all women of legal age residing in France and abroad, excluding employees of the organising company (SA SEMIN).

2.2 This competition is promoted via the <https://les-talentueuses.semin.com> website and the Facebook, Instagram, LinkedIn, YouTube and TikTok social networks.

2.3 Entries must be submitted from 01 October 2024, by completing the application form:

- either in “paper version”, sent no later than 28.02.2025 (as evidenced by the postmark) to the Organiser’s address:

Nelly THIELEN  
Candidature Talentueuses  
1a rue de la gare  
57920 KEDANGE-SUR-CANNER

- or by e-mail (scanned paper file) to [lestalentueuses@semin.com](mailto:lestalentueuses@semin.com) until 28/02/2025  
- or online, by filling in the entry form on the website <https://les-talentueuses.semin.com> before 28.02.2025

Only one entry per person is permitted. A same entry may be eligible for several trophies if the candidate meets the requirements for several ones. However, each candidate can only earn up to one trophy. The Organiser reserves the right to exclude any candidate who does not respect the fairness of the competition.

2.4 Participation in the competition implies express and unreserved acceptance of these rules, in all their stipulations, of the rules of ethics in force on the Internet (netiquette, charter of good conduct, etc.), and of the laws and regulations in force in France.

## Article 3 - Principle of the competition and designation of the winners

After registration closes on 28 February 2025, the Organiser will examine the applications in order to shortlist the profiles.

Reminder of the 6 trophies to be awarded by the Organiser:

- The ACTIVE Trophy: This trophy is awarded to a woman working in the construction industry for her track record.
- The APPRENTICE Trophy: It rewards a young woman at the start of her career who has dared to enter the building trade with passion.
- The COMMITTED Trophy This trophy is awarded to a woman working in the building trade who is committed to a cause linked to her company’s Social and/or Environmental Responsibility.
- Reconversion 360°: This trophy is awarded to a woman who, through her passion and her work, has dared to take up the challenge of changing careers and joining the world of construction.
- Art in Building: This trophy is awarded for a project that showcases art in the building industry in the service of our heritage. From stonemasons to stained-glass artists and painters/decorators,

- come defend and highlight your finest project. We look forward to seeing your masterpieces!
- Love is in the building: Because the building industry is not just about building walls, but also about love stories, we are launching the “Love is in the Building” category! Have you met your soul mate between two bags of plaster or while sharing a coffee break in the prefab? Tell us all about it! Tell us how your love story blossomed between trowels and scaffolding. The best story will be honoured and rewarded at our awards ceremony.

The Organiser reserves the right to change the trophy category selected by the candidate if it considers it to be more suitable for her application.

The shortlisted applications will be forwarded to the 10 members of the jury, who will determine the finalists for the 6 trophies.

The Organiser will contact the finalists between 06 and 12 June 2025, so that they can attend the awards ceremony in June 2025.

#### **Article 4 – Prizes**

Each trophy winner will receive the sum of €500, paid by cheque by the Organiser at the awards ceremony. In addition to the €500, the Art in Building category will receive a video shoot.

#### **Article 5 – Receipt of prize money**

The finalists will be contacted between 06 and 12 June 2025. The winners will be announced at an event to be held in June 2025 at a location yet to be determined. The prize will be sent by post to the address given on the application form the week following the event.

Only one prize will be awarded per person.

Any incomplete or inaccurate details will be considered invalid and will not entitle the applicant to the prize. Entries to the competition will be cancelled if they are incomplete, incorrect, counterfeit or made in a way that contravenes these rules.

A winner may not request the exchange of the prize for other goods or services.

#### **Article 6 – Publicity and promotion of the winners**

By the mere fact of accepting their prize, the winners authorise the Organiser, from the moment they are awarded their prize, to use their surname, first name and town of residence in all advertising or promotional events related to this competition, without this conferring on them any remuneration, right or advantage whatsoever other than the award of their prize. An image rights authorisation form has been or will be proposed for signature by the winners.

#### **Article 7 – Authorisation**

Participants authorise the Organiser to carry out any necessary checks on their identity and place of residence by requesting a copy of proof of address and their official identity document. No other use will be made by the Organiser of these documents, which will not be kept by the Organiser beyond the time required to manage the competition and deal with any complaints.

Any false declaration will automatically invalidate participation.

#### **Article 8 – Modification of the rules**

The Organiser reserves the right to cancel, postpone, extend, shorten or modify all or part of this operation if circumstances so require, without being held liable in any way for doing so.

Each modification will be announced on the Site and, like these rules, will be filed with the bailiff mentioned in Article 9 below.

## **Article 9 – Filing of the rules**

These rules have been filed with Maître CHAPLEAU, bailiff, 6 rue de Lyon - 29200 Brest. These rules are freely available on the <https://les-talentueuses.semin.com>.

## **Article 10 – Personal data**

The personal data collected in the entry form is processed by the Organiser in accordance with the French Data Protection Act of 6 January 1978 and the European Regulation for the Protection of Personal Data 2016/679 of 27 April 2016, hereinafter together “the Regulations”.

The personal data collected is mandatory to enable participation in the competition. It is intended for the Organiser, for the sole purpose of entering the competition, managing the winners, awarding the prize; it may be communicated for the same purposes to the Organiser’s subcontractors and suppliers that it uses to organise this competition, as well as to comply with legal and regulatory obligations.

In accordance with the Law, they will be kept only for the duration of the competition for the sole purpose of the competition and, beyond that, for a period of one year. Personal data will not be used for subsequent commercial solicitations by the Organiser or its partners unless the participants have given their prior consent to this effect. It will not be sold or transferred to third parties in any way whatsoever.

Participants have the right to access, rectify and delete their personal data by sending a written request to [privacy@semin.com](mailto:privacy@semin.com). Participants also have a right to the portability of their data and may refer any dispute with the Organiser regarding the processing of their personal data to the CNIL, the French supervisory authority.

The Organiser’s Data Protection Officer can be contacted at [privacy@semin.com](mailto:privacy@semin.com).

## **Article 11 – Copyright**

### **11.1 – Candidates’ presentation photo/video**

Candidates who provide the Organiser with a photo or video of themselves as part of their participation in the competition (hereinafter referred to as “the Content”), certify that they are either the author or, if they are not the author, that they are authorised to communicate these photos or videos. Candidates authorise the Organiser to reproduce, represent and adapt this Content for the following purposes: for the purposes of the examination of the entries by the jury and for the purposes of the publicity campaigns that the Organiser may use to promote the competition and/or its products, services and activities. Candidates guarantee that they are the sole authors of the Content or that they are duly authorised by the author of the Content and they guarantee the Organiser against the consequences of any recourse by a third-party claiming copyright over said Content.

The Organiser shall have the right to add to the Content any text, photo, caption or illustration deemed useful for the communication set up by the Organiser, provided that these additions do not infringe the personality of the candidates or the moral rights held by the candidates in their capacity as authors if this Content constitutes an original work protected by copyright. This authorisation does not include the right to use the surnames and first names of the candidates, except for the purposes of examining the applications by the jury and for announcing the results of the Trophy if the candidates are named winners.

The authorisation granted to the Organiser will apply to all use, reproduction and representation of the Content in the documents and communication media that the Organiser will produce or have produced, broadcast or have broadcast, on the Organiser’s social networks throughout the world.

The candidates attest to this authorisation for a period of 1 year from the date of signature below. Once this period has expired, the Organiser undertakes to no longer represent or reproduce the Content. The

reproductions and representations previously broadcast by the Organiser during the period of validity of the authorisation may however remain online for archival purposes.

Candidates certify that they are not bound by any contract or agreement with a third party that could prevent or limit the exercise by the Organiser of the authorisation granted and defined above.

## **11.2 – Photo/video presentation of achievements**

It is compulsory for candidates to provide the Organiser with a presentation photo or video of the projects in which they have taken part (hereinafter referred to as the “Achievements”). Should these Achievements be communicated, the candidates certify that they have obtained the authorisation of the company that employs them, where applicable, for the purposes of this communication and agree to provide proof of this authorisation at the Organiser’s first request. These Achievements will be used by the Organiser solely for the examination of the applications by the jury.

## **Article 12 – Liability**

12.1 The Organiser’s liability is strictly limited to the delivery of the prizes actually and validly won.

12.2 You are expressly reminded that the Internet is not a secure network. The Organiser cannot therefore be held responsible for contamination by any viruses or for the intrusion of a third party into the terminal system of participants in the competition and declines all responsibility for the consequences of participants’ connection to the network via the Site.

More specifically, the Organiser may not be held liable for any damage caused to participants, their computer equipment and the data stored on it, or for any consequences that may arise from this for their personal or professional activity.

12.3 The Organiser accepts no liability in the event of malfunction of the Internet network, telephone lines or reception equipment preventing the competition from running smoothly.

Nor shall the Organiser be held liable if one or more participants are unable to connect to the Site due to any technical problem or fault related in particular to network congestion.

The Organiser may cancel all or part of the competition if it appears that fraud has occurred in any form whatsoever, in particular computer fraud in connection with participation in the competition or the determination of the winners. In such a case, the Organiser reserves the right not to award the prizes to fraudsters and/or to prosecute the perpetrators of such fraud before the competent courts.

12.4 The Organiser will make every effort to provide access to the competition on the Site at all times, without being under any obligation to do so. The Organiser may, at any time, in particular for technical, updating or maintenance reasons, interrupt access to the Site and to the competition it contains.

The Organiser shall under no circumstances be liable for these interruptions and their consequences.

The Organiser undertakes to do everything in its power with its service providers to ensure that the system for determining the winners and awarding the prizes complies with the rules of this competition. If, despite this, a fault should occur and affect the system for determining the winners, the Organiser may not be held liable to participants beyond the number of prizes announced in the competition rules and in the advertising accompanying this competition.

12.5 Furthermore, the Organiser may not be held liable under any circumstances in the event of problems with the delivery or loss of postal or electronic mail (particularly with regard to the delivery of prizes).

## **Article 13 – Applicable law and jurisdiction**

These rules are subject to French law.

In the event of a dispute or claim, for any reason whatsoever, requests must be sent to the Organiser within 2 months of the end of the competition (as evidenced by the postmark).

Any dispute arising from this competition that cannot be settled amicably will be submitted to the competent courts.

I, the undersigned, ,  
Candidate for the Talentueuses 2025, the Semin Trophy for Women in the Building Industry, expressly acknowledge that I have read the competition rules, attached to this application and available on the website [www.les-talentueuses.semin.com](http://www.les-talentueuses.semin.com), and accept all the conditions without exception. I certify that the information provided in this application is true and accurate.

Done at: ..... On: .....

Signature: