

Data protection notice for the applicant management process at Bosch Group

We want you on our team!

In this privacy notice, we inform you how your personal data is processed in the applicant management process at Bosch Group (in the following also “Bosch” or “we”/”us”). Additionally, we inform you about your rights under applicable data privacy laws.

Bosch respects your privacy

Protecting your personal data and ensuring the security of all our business data are important concerns for us. We always consider these concerns in our business processes. The personal data collected when you apply online is treated confidentially and strictly in accordance with the statutory provisions.

Data privacy and information security are an integral part of our corporate policy.

Data controller/ Data Fiduciary

The Bosch Group legal entity to which you submit your application using the application management system is responsible for processing your data. You will find the contact details of the controller in the job advertisement in the application management system.

Data categories processed

The following are the main categories of personal data processed:

- Master data (e.g. name, date of birth, nationality, place of residence)
- Documents (e.g. references, certificates, résumés)
- Education and training details (e.g. data about school education, university, professional qualification)
- Communication data (e.g. e-mail address, (mobile) phone number)
- Photos during interview calls
- Log data recorded while using IT systems

Purposes of processing and legal bases

We process your personal data in compliance with the applicable national data privacy laws and with any other applicable national laws.

The personal data processing takes place during the applicant management process particularly for the purpose of preparation for an employment relationship with a legal entity of the Bosch Group.

The main legal basis is consent, voluntary disclosure and legitimate use and where applicable to fulfil contractual obligations.

Children

This applicant management platform is not meant for children under 18 years of age.

Collecting of personal data

As a rule, your personal data is collected directly from you during the hiring process.

The easiest way to apply for a job at Bosch is a direct application for a position advertised on one of our job portals, where

you enter your data in the candidate profile created individually for the advertised position. You hereby have the possibility to send us the data by connecting to a social network, by a manual input and/or by using “CV Parsing” (Transferring some data from your CV to our job portal).

We recommend to only upload documents in pdf format. Due to technical reasons other data formats lead to temporary local data copies in order to be displayed.

The data from paper applications is transferred manually to the application system. You receive an email in order for you to activate your manually created application. In this email, we inform you, whether we will send your paper application back or shred it. If you do not activate your application within 30 days, your data is deleted from our application management system and you will not be considered any further in the selection process.

Additionally, you have the possibility to be referred by a Bosch Group employee. For this purpose, you need to give your application documents to this employee, who then uploads it in the application management system. You receive an email with which you can activate your application. If you do not activate your application within 30 days, your data is deleted from our application management system and you will no longer be considered in the selection process. Your application is linked with the employee who uploaded it in the application system. This helps us in identifying that this employee has referred you. Furthermore, this employee can track the status of your application (invitation, rejection etc.) on an overview page but has no access to the details of the application process.

We keep you up to date on the status of your application via e-mail.

We also seek your consent for allowing your profile to be shared with further hiring managers or recruiters that offer open positions.

During the application process, we will ask you whether we are allowed to forward your application data to other suitable open positions.

Staffing of particularly sensitive job positions may require a further check of your application data and your career path. The result of this check is documented in the application management system. This check takes place taking local legal requirements into consideration and by involving carefully selected service providers.

Recipients of your personal data

- Within a legal entity of the Bosch Group

Only the people involved in the application process (e.g. line managers and associates of the recruiting department, HR associates and associate representatives) have access to your personal data for the purposes mentioned above within the legal entity of the Bosch Group to which you have applied.

- Other legal entities within the Bosch Group

Other legal entities are data controllers themselves. The above-mentioned persons involved in the recruiting process may belong to different companies of the Bosch Group. Therefore, your data may be transferred to the respective persons worldwide within the Bosch Group.

In case of your appointment, your data is transferred from our application management system to our HR-administration systems. In this process, your data may be transferred to a different legal entity and will thereafter be processed as employee data. An exchange of your personal data with other legal entities within the Bosch Group takes place especially in order to fulfill the contracts as well as due to legitimate use arising out of our internal workflows (e.g. Shared Services, execution of transfers or relocations across legal entities).

- Recipients outside the Bosch Group

We may disclose your personal data to other data controller only if necessary, for the application, if we have a legitimate use for this disclosure, or if you have provided your consent. You will find the details of the legal bases in the section “Purposes of processing and legal bases”.

- Data processors

In addition, we use service providers to fulfill our contractual and legal obligations among other things. Insofar as these service providers process personal data on our behalf, we have concluded the contracts required under the data protection law with them.

We select our service providers carefully and monitor them on a regular basis, especially regarding their diligent handling and protection of the data that they store and process. All service providers are obliged to maintain confidentiality and to comply with the statutory provisions. Service providers may also be other companies of the Bosch Group.

You will find a list of our contractors and service providers (with whom we have a long-term or ongoing business relationship) in *Annex 1*.

Transfer to recipients to other countries

We might transfer personal data recipients outside of the country. In such case prior to the transfer, we ensure that either the respective country provides an appropriate level of data protection and is not statutorily prohibited.

Duration of storage

Principally, we store your data for as long as it is necessary for the purposes for which they were collected or processed or for as long as we have a legitimate use for storing the data or as long as we have your consent. In all other cases, we delete your personal data with the exception of data we are obliged to store for the fulfillment of legal obligations.

Personal data is retained for a period of 2 years post conclusion of the application process (e.g. by rejection from our side or withdrawal from your side).

Cookies

Categories

We distinguish between cookies that are mandatorily required for the technical functions of the online service and such cookies and tracking mechanisms that are not mandatorily required for the technical function of the online service.

It is generally possible to use the online service without any cookies that serve non-technical purposes.

- Technically required cookies

By technically required cookies we mean cookies without those the technical provision of the online service cannot be ensured. These include e.g. cookies that store data to ensure smooth reproduction of video or audio footage. Such cookies will be deleted when you leave the website.

- Marketing cookies and tracking mechanisms

- General

By using marketing cookies and tracking mechanisms we and our partners are able to show you offerings based on your interests, resulting from an analysis of your user behavior:

- Statistics:

By using statistical tools, we measure e.g. the number of your page views.

- Conversion tracking:

Our conversion tracking partners place a cookie on your computer ("conversion cookie") if you accessed our website via an advertisement of the respective partner. Normally these cookies are no longer valid after 30 days. If you visit certain pages of our website and the cookie has not yet expired, we and the relevant conversion partner can recognize that a certain user clicked on the advertisement and thereby was redirected to our website. This can also be done across multiple devices. The information obtained by means of the conversion cookie serves the purpose of compiling conversion statistics and recording the total number of users who clicked on the respective advertisement and were redirected to a website with a conversion tracking tag.

- Social plugins:

Some of the pages of our online service involve content and services of other providers (e.g. Facebook, Twitter) which also may use cookies and active modules.

- **Retargeting:**

These tools create user profiles by means of advertising cookies or third-party advertising cookies so called "web beacons" (invisible graphics that are also called pixels or tracking pixels), or by means of comparable technologies. These are used for interest-based advertising and to control the frequency with which the user looks at certain advertisements. The relevant provider is the controller responsible for the processing of data in connection with the tool. The providers of the tools might disclose information also to third parties for the purposes mentioned above. Please note the data protection notices of the relevant provider in this context.

Please note that using the tools might include transfer of your data to recipients outside of the country (e.g. the USA).

Security during data processing

We take all the necessary technical and organizational measures to ensure appropriate levels of security and to protect your personal data particularly from the risks of unintended or unlawful destruction, manipulation, loss, alteration, or disclosure to or access by unauthorized third parties. We are constantly trying to improve our security measures and keep them state of the art.

User rights

To enforce your rights, please use the information in the section "Contact information of the data protection officer". Please make sure that we can unambiguously identify you.

- **Right to information and access**

You have the right to obtain confirmation from us about whether or not your personal data is being processed, and, if this is the case, access to your personal data.

- **Right to correction and deletion**

You have the right to obtain the rectification of inaccurate personal data. As far as statutory requirements are fulfilled, you have the right to obtain the completion or deletion of your data.

This does not apply to data which is necessary for billing or accounting purposes or which is subject to a statutory retention period.

- **Withdrawal of consent**

In case you consented to the processing of your data, you have the right to revoke this consent at any time with effect for the future subject to such withdrawal.

- **Right to grievance redressal**

For any grievances, concerns or requests related to your personal data, please make use of the [Contact](#) section.

If you are unsatisfied with our response or in case of non-response to your grievances, you have the right to lodge a complaint with a supervisory authority. You can appeal to the supervisory authority which is responsible for your place of residence or your state of residency or to the supervisory authority responsible for us.

Adjustments to the Data Protection Notice

We reserve the right to adjust our security and data protection measures. In such cases, we will amend our data protection notice accordingly. Please, therefore, notice the current version of our data protection notice in the job advertisement.



Contact information of the data protection officer

To assert your rights and to notify data protection incidents please use the following link: <https://www.bkms-system.net/bosch-dataprotection>

For suggestions and complaints regarding the processing of your personal data we recommend that you contact our data protection officer: DPO.India@in.bosch.com

Effective date: Oct 15, 2024

**Annex 1:
Sub Processors**

Service Provider	Processing
SmartRecruiters GmbH Dircksenstraße 47 10178 Berlin SmartRecruiters SP. Z o.o. Fabryczna 20, 31-553 Krakow, Poland SmartRecruiters Inc. 225 Bush Street, San Francisco, CA 94104, USA	Provision and development of the cloud platform (“Software as a Service”) for the above purposes. Processing of the provided personal data.
Amazon Web Services Inc. 10 Terry Avenue North Seattle, WA 98109-5210, USA	Provision and operation of the technical infrastructure for the Cloud-Platform (“Platform as a Service”)
Mailgun Technologies, Inc. 112 East Pecan Street Suite 1135 San Antonio, TX 78205, USA	Processing of the generated email communication between BOSCH and the applicant
Text Kernel BV Nieuwendammerkade 28A17 Amsterdam, Noord-Holland 1022 AB The Netherlands	Provision, operation and further development of the application to import the data from CVs (CV-parsing)
HiredScore, Inc. 158 Mercer Street, Suite 3M, New York, NY 10012	Provision of AI solution for suggesting suitable offers for job applicants
Joule Consulting Pvt Ltd (Callify) 801 B SANGAM SUCHIDHAM FILCITY ROAD MUMBAI 400063 INDIA	Provision of AI / Call solution for suggesting candidates for job requirements and scheduling interviews
ZOHO TECHNOLOGIES PRIVATE LIMITED Flat No. 2, 361, Avvai Shanmugam Salai (Lloyds Road) Gopalapuram, Chennai 600086 India	Pre-onboarding solution for candidate onboarding
AuthBridge Research Services Private Limited Tower D, 14th Floor, Global Business Park Gurgaon 122002 India	Processing of the personal data for background verification
Hello Verify India Private Limited 4TH FLOOR, B-44, SECTOR-57 NOIDA, Gautam Buddha Nagar 201301 India	Processing of the personal data for background verification