

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”). The “Bosch Group” means any Bosch company that is a subsidiary or subsidiary undertaking of Robert Bosch GmbH. The data controller is the Bosch Group legal entity to which you submit your application as identified below under section data controller.

Additionally, we inform you in this privacy notice 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

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)
- Payment data (e.g. bank account details for travel expenses)
- Organizational data in case of internal applications (e.g. personnel number, cost centre, department)
- Communication data (e.g. e-mail address, (mobile) phone number, IT user ID in case of internal applications)
- Audio visual recording in the selection process e.g. for the Junior Managers Program (JMP)
- Log data recorded while using IT systems

These may also include special categories of personal data as per Art.9 para. 1 GDPR such as health data or religion or trade union membership.

Purposes of processing and legal bases

We process your personal data in compliance with the UK's/EU's General Data Privacy Regulation (GDPR), with the 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 for this purpose is GDPR Article 6 para. 1(b) together with applicable national data protection laws ("in order to take steps at the request of the data subject prior to entering into a working contract").

Other legal bases are:

- GDPR Article 6 para. 1(a) together with applicable national data protection laws ("Consent"): e.g. for Bosch applicant community as part of the applicant management system or for reviewing my application for other open positions.
- GDPR Article 6 para. 1(f) ("Legitimate interest"): We will always gently balance our legitimate interests in the organisation of our business (e.g. HR evaluations like personal controlling, analytical reporting) against your interest in protecting your personal data in accordance with the statutory provisions. To carry out the application process efficiently, we match your qualifications with the requirements of the respective position using artificial intelligence and calculate the suitability level from this. Automated decision-making is not associated with this.
- GDPR Article 6 para 1(c) processing is necessary for compliance with legal obligation to which we are subject to (prior to entering into a working contract) e.g. right to work checks [II](#)

Whenever special categories of personal data are processed as per Art. 9 para. 1 GDPR in conjunction with the respective national data protection law (e.g. health data, religion, or union membership), this processing is carried out on the legal basis of Art. 9 para. 2(b) 1 GDPR in conjunction with the respective national data protection law. Furthermore, it may be necessary to process your health data to assess your ability to work in accordance with Art. 9 para. 2(h) 1 GDPR in conjunction with the respective national data protection law.

Children

This applicant management platform is not meant for children under 16 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 to be displayed.

The data from paper applications is transferred manually to the application system. You receive an email 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.

Prior to sending your application, you have the possibility to give 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. If applicable, we may also offer you membership in a Bosch applicant community.

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. We inform you about such checks in a transparent manner in the framework of our job advertisements. This check takes place taking local legal requirements into consideration and by involving carefully selected service providers.

Membership in the UK Candidate Pool

Bosch Group in the UK offer candidates who reach the advanced stages of the recruitment process the opportunity to register for a candidate pool should they not be successful in their original application. Candidate pools fulfil the purpose of pairing promising candidates with future roles in the Bosch Group. Before you become a member of the Bosch UK candidate pool, you consent to the processing of your personal data via an online consent form. Your membership of the pool is limited to a maximum duration of 3 years. After this time has elapsed your data will be deleted.

Candidate pool members will be contacted should a potentially suitable future role become available. Pool members will then be invited to apply for this role directly.

You can revoke your consent to be included in the pool at any time by contacting the HRS UK Shared Mailbox (GS/HRS32-CEE): SharedMailbox.HRS32-CEE@hu.bosch.com.

Export Control and Sanctions Screening

As part of the recruitment process, Bosch is required to carry out export control and sanctions screening. These checks are conducted to ensure compliance with applicable export control and sanctions regulations. They aim to confirm that there are no work-related restrictions that would affect a candidate's ability to perform the role applied for.

This screening requirement applies to both external candidates and, in certain circumstances, internal candidates where travel expense reimbursement is involved.

During the recruitment process, you will be asked if you have one or more nationalities from the list of embargoed countries. Your response will not influence the initial assessment of your application.

If further information is required regarding your residence status or nationalities, we will contact you at a later stage of the recruitment process.

Participation in Bosch recruiting events

Some Bosch locations organize Recruiting-Events to win potential candidates for multiple, similar job advertisement. Special event pages on different internet platforms inform about the contents of these events. You may apply for participation in these events by uploading your application in our application system via the link created for this purpose.

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 to fulfil the contracts as well as due to our legitimate interest to organize the 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 the third party or we have a legitimate interest in 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 fulfil our contractual and legal obligations among other things. Insofar as these service providers processes 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 outside the United Kingdom and/or European Economic Area

We might transfer personal data recipients outside of the United Kingdom and/or European Economic Area (EEA). In such case prior to the transfer, we ensure that either the respective country provides an appropriate level of data protection due to a decision of adequacy by the European Commission and/or UK Government, or due to other appropriate safeguards (e.g. binding corporate rules on data protection, EU standard contractual clauses and/or international data transfer agreements), or a legal basis authorises the transfer. You are entitled to receive an overview of third country recipients and a copy of the specifically agreed provisions securing an appropriate level of data protection. For this purpose, please contact the Controller mentioned above.

Should a transfer to recipients outside the European Economic Area and/or United Kingdom (e.g. authorities, courts, parties of a lawsuit or advisors) be necessary for the enforcement/exercise of or defence against legal claims, this shall be done in accordance with Art. 49 para. 1 e) GDPR.

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 interest in storing the data. In all other cases, we delete your personal data except for data we are obliged to store for the fulfilment of legal obligations.

After conclusion of the application process (e.g. by rejection from our side or withdrawal from your side) we will delete your personal data in general within 6 months.

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 can show you offerings based on your interests, resulting from an analysis of your user behaviour:

- 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 EEA where there is no adequate level of data protection pursuant to the GDPR (e.g. the USA). For more details in this respect please refer to the following description of the individual marketing tools:

Google Analytics

Provider: Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland

Function: Analysis of user behaviour (page retrievals, number of visitors and visits, downloads), creation of pseudonymous user profiles based on cross-device information of logged-in Google users (cross-device tracking), enrichment of pseudonymous user data with target group-specific information provided by Google, retargeting, UX testing, conversion tracking and retargeting in conjunction with Google Ads

Google Tag Manager

Provider: Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland

Function: Administration of website tags via a user interface, integration of program codes on our websites

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 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. If access to such data is not required, however, its processing is restricted (see the following).

- Restriction of processing

If the legal requirements are fulfilled, you can demand that we restrict the processing of your data.

- Objection to data processing based on the legal basis of "legitimate interest"

You have the right to object to the processing of your personal data at any time, insofar as this is based on legitimate interest. We will then terminate the processing of your data, unless we demonstrate compelling legitimate grounds according to legal requirements which override your rights.

- 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. The lawfulness of data processing prior to your withdrawal remains unchanged.

Data portability

If the legal requirements are fulfilled, you may request to receive data that you have made available to us in a structured, common and machine- readable format or - if technically feasible - to request that the data be transmitted to a third party.

Right to lodge complaint with supervisory authority

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.

The supervisory authority and their contact details in the UK is:

First Contact Team
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
SK9 5AF, UK

or

Phone: +44 (0)303 123 1113

Email: casework@ico.org.uk

The supervisory authority and their contact details in Ireland is:

The Data Protection Commission
21 Fitzwilliam Square South, Dublin 2, D02 RD28, Ireland

Or

Telephone: +353 (01) 765 01 00

Webform: <https://forms.dataprotection.ie/contact>

The supervisory authority responsible for the Bosch-Group German entities is the
"Landesbeauftragte für den Datenschutz und die Informationsfreiheit in Baden
Württemberg".

Contact details of the supervisory authority:

Office address:

Lautenschlagerstraße 20

70173 Stuttgart, GERMANY

Postal address:

P.O. Box 10 29 32

70025 Stuttgart, GERMANY

Phone: +49 (711)/615541-0

Fax: +49 (711)/615541-15

Email: poststelle@lfdi.bwl.de

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

You can reach our data protection officer under:

Data protection officer

Information Security and Privacy (C/ISP)

Robert Bosch GmbH

Postbox: 30 02 20

70442 Stuttgart

GERMANY

E-Mail: DPO@bosch.com

To assert your rights please use the following link: <https://request.privacy-bosch.com/>

To make a data protection complaint, please email DataProtection.Uklre@uk.bosch.com

Should the legal entity to which your request refers not be selectable on the linked page, or to notify a data protection incident please use the following link: <https://www.bkms-system.net/bosch-dataprotection>

Effective date: 21 May 2025

Annex 1 – GDPR and Data Privacy Notice

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.
Signum GmbH Rungestraße 19 10179 Berlin	Processing of the personal data for career path check
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	Processing of the generated email communication between BOSCH and

Technologies, Inc. 112 East Pecan Street Suite 1135 San Antonio, TX 78205, USA	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)
I.K. Hofmann Projektmanagement GmbH Lina-Ammon-Str. 19 90471 Nürnberg	Processing of personal data for video interviews / selection process
Catalytic Inc. 954 W. Washington BLVD Suite 700 Chicago, IL 60607	Processing of personal data for reimbursement of personal job interview expenses.
HiredScore, Inc. 158 Mercer Street, Suite 3M, New York, NY 10012	Provision of AI solution for suggesting suitable offers for job applicants