

## **Privacy Statement eRecruiting Tool BOSCH Group**

BOSCH Group (BOSCH) appreciates your interest in working with us and your visit to this website. This eRecruiting webpage and the eRecruiting system itself are in responsibility of:

Robert Bosch GmbH  
Postfach 10 60 50  
D-70049 Stuttgart  
Germany

By accepting our Privacy Statement eRecruiting you agree that the data you submit may be stored and processed by all legal entities of BOSCH worldwide for recruitment, staffing and employment purposes. The intended purposes (Application, Profile Release and Hiring) are explained below.

*For internal associates the data security guidelines of Bosch Group are considered as well.*

### **Use and Disclosure of Personal Data and Purpose Specification**

BOSCH will use your personal data entered by you on the website for the sole purpose of staffing processes only. BOSCH will treat your data as confidential worldwide in accordance with the applicable data privacy laws.

The recruiting process within the BOSCH Group takes place in collaboration between Human Resources and Managers of user departments. These Managers as well as the Bosch HR associates may belong to different companies within the BOSCH Group, so your data can be transferred within the worldwide BOSCH Group.

Your profile data details will only be disclosed to third parties (e.g. agencies) outside BOSCH when this is part of our local recruiting process. These agencies were selected carefully and confidentiality is assured through contracts and regular audits. Your data will only be supplied to government institutions where required by law.

BOSCH uses security measures in order to protect the data we have under our control against manipulation, loss, destruction, access by unauthorized persons or against unauthorized disclosure. Our security procedures are continually enhanced as new technology becomes available. The data transfer between your local browser and our eRecruiting system is encrypted via https.

#### **1. Application for a specific position**

When applying within Bosch Group, you provide your personal data to the company. You have the possibility to apply only for a specific position. This restriction can be activated if you unmark the field "I would like to be considered for other open jobs" when you send an application. Then your profile is locked. Your data will be accessed only by associates related to this position and processed only in connection with this position.

You are responsible for ensuring that the provided data are correct and true. You can view, update and delete your data at any time. Please be aware that all profile changes will be considered in all current applications.

You can withdraw your application at any time if you are no longer interested in the open position. If you withdraw your application, you will no longer be considered active for that position. Your data will be deleted in accordance with the applicable laws once the application process ends. All information concerning your applications will be retained for 24 months after a position is filled.

For candidates, applying for positions in the US, the profile and data as it existed for that US position is retained in accordance with applicable law for a period of two years.

If you do not update your profile within a period of 6 months, BOSCH may send you an e-mail to ask you to update your profile. If you do not update your profile by the given deadline, your profile and all of the data it contains will be anonymized. Your profile is no longer searchable for potential job assignments.

If you have applied for positions in the US, your profile is marked as deregistered. However the profile and data as it existed for that US position is retained in accordance with applicable law for a period of two years.

## **2. Release of candidate profile**

If you release your candidate profile in our eRecruiting system, you open the candidate profile for all Recruiters of BOSCH. With releasing your profile, you agree to associates of BOSCH contacting you for HR staffing purposes. The provided data and documents will then be used worldwide within BOSCH for searching for suitable candidates.

Apart from you, authorized associates from Human Resource department have access to your data. If there is an open position within BOSCH and it matches your profile, they may forward your data to the responsible Managers.

If, at a specific time, you no longer wish to be contacted, you can lock your profile again so that you will not be found in our applicant pool. Of course, as external candidate you can also update or delete the data of your profile and your registration at any time.

For candidates, applying for positions in the US, the profile and data as it existed for that US position is retained in accordance with applicable law for a period of two years.

In addition if you do not update your profile within a period of 6 months, BOSCH may send you an e-mail to ask you to update your profile. If you do not update your profile by the given deadline, your profile and all of the data it contains will be anonymized. Your profile is no longer searchable for potential job assignments. All information concerning your applications will be retained for 24 months after a position is filled.

If you have applied for positions in the US, your profile is marked as deregistered. However the profile and data as it existed for that US position is retained in accordance with applicable law for a period of two years.

It is our goal to provide you with the best opportunities within BOSCH. Therefore we encourage you to regularly update your application details held on this system. In providing your contact data, you agree that BOSCH may contact you for Recruiting purposes.

### **3. Hiring**

When hired, your provided data will be transferred from the eRecruiting system to the country specific HR Administration system. Data will be stored and processed in the HR Administration system.

### **General Information**

The general Privacy Statement of BOSCH is also valid for this system.