

Declaration of Consent to Data Processing regarding eRecruiting by 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 the legal entity of the BOSCH Group that is posting the respective position.

Please find a list of the legal entities attached.

By accepting our Declaration of Consent to Data Processing regarding eRecruiting by BOSCH Group 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, Unsolicited Application Usage 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 or uploaded 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. This application is hosted by SmartRecruiters Europe Ltd, St Stephen House, Arthur Road, Windsor, SL4 1RU Berkshire, United Kingdom and is operated as cloud service using high-level-encryption/decryption between your device and the database. For emergency cases, there is access given temporarily to SmartRecruiters Europe Ltd.

The recruiting process within the BOSCH Group takes place in collaboration between Human Resources, Managers of user departments and other members of the hiring team such as associates of the department you applied for. These Managers, department associates 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 local contracts.

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 responsible legal entity of the BOSCH Group. Please be aware that all documents and all profile changes will be considered in all current applications.

You have the possibility to apply for a specific position or with an unsolicited application.

You as an applicant are responsible for ensuring that the provided data is correct and true. You can send in new documents via the provided email address at any time.

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 the event of a rejection or withdrawal.

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 three years.

2. Usage of unsolicited applications

If you apply unsolicited in our eRecruiting system, you open the Candidate profile for all Recruiters of BOSCH worldwide. With releasing your profile, you agree to recruiters from/for 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 or associates. It is our goal to provide you with the best opportunities within BOSCH. Therefore we encourage you to regularly send in new documents to your unsolicited application to keep it updated. In providing your contact data, you agree that BOSCH may contact you for Recruiting purposes.

If, at a specific time, you no longer wish to be contacted, you can delete your unsolicited application so that you will not be found in our applicant pool. Therefore please contact the responsible recruiter via email.

In the event of a rejection or a withdrawal of your unsolicited application, your application is deleted after 24 month. Your profile is no longer searchable for potential job assignments.

For candidates, applying for unsolicited 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 three years.

In case of unsolicited application and if you are not rejected or do not withdraw or delete your unsolicited application, your data will be stored until further action of your side. No automatic deletion will take place.

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.

Attachment of BOSCH group legal entities currently using the eRecruiting system:

#	Abbreviation	Long name of legal entity	Country
1	RBEI	Robert Bosch Engineering and Business Solutions Private Ltd.	India
2	RBIN	Bosch Ltd.	India
3	RBAI	Bosch Automotive Electronics India Private Ltd.	India
4	RBDI	Bosch Electrical Drives India Private Ltd.	India
5	RBIC	Bosch Chassis Systems India Private Ltd.	India
6	DCIN	Bosch Rexroth (India) Ltd.	India
7	ETIN	ETAS Automotive India Private Ltd.	India
8	MIVI	MIVI	India
9	ASIN	Robert Bosch Automotive Steering Private Limited	India