

博世集团人才招聘系统隐私声明

感谢您对博世集团（BOSCH）招聘岗位的关注，同时感谢您访问本网站。本人才招聘网页和招募系统由下列单位运营和维护：

罗伯特-博世有限公司

地址：Postfach 10 60 50, D-70049 Stuttgart, Germany

一旦您接受了我们的人才招募隐私声明，即表示您同意：博世全球所有法律实体均可以出于人才招聘、人员配备、工作雇用等目的而储存并处理您所提交的数据。您的个人数据将被用于下列目的（申请具体职位、发布候选者简历、聘用）：

个人数据的使用、披露及其目的说明

您在博世网站上输入的个人数据仅用于人员配备用途。博世将按照数据隐私法律的要求，在全球范围内对您的数据保密。

博世的人才招募流程需要人力资源部门工作人员和用人部门经理协作完成。这些用人部门的经理和人力资源部门的工作人员可能隶属于博世集团下的不同公司，因此，您的个人数据可能会在博世集团内部进行全球范围的传阅。

只有在本地招募流程中，博世才会将您的个人数据细节披露给第三方（例如博世的代理机构）。在这种情况下，您将会在当地博世网站中获知相关披露事宜。这些代理机构都是经过精心挑选的第三方机构，受到合同的严格制约并接受严格的定期稽核。仅当法律要求情况下，博世才会将您的数据提供给政府机关。

博世使用各种安全措施来保护我们保存并管理的数据，防止这些数据被篡改、丢失、破坏、未经授权访问或未经授权泄露。随着新技术的不断出现，我们的安全程序也将不断得到改善。您的本地浏览器与我们的人才招募系统之间的数据传输是以http加密形式进行的。

1. 申请具体职位

如果你投递意向职位并发送职位申请时，不选择“我愿意考虑博世发布的其它职位机会”这一选项的话，此限制条件将开始生效。随后，您的个人数据将被锁定。在这种情况下，只有与这一职位相关的工作人员才能够访问您的个人数据，只有基于与这一职位相关的理由才能处理您的个人数据。博世其他职位相关负责人员及公司无法搜索及阅览您的简历。

您应当确保您所提供的数据的真实性和准确性。您可以在任何时候查看、更新、删除您的个人数据。

如果您对已经申请的职位不再感兴趣的话，您可以随时撤回您的申请。一旦职位申请流程结束或您撤回了您的申请，博世将依照适用的法律删除您的个人数据。如果您在6个月内不更新您的个人资料，博世会向您发送一封电子邮件，提醒您更新您的个人资料。如果您在给定的最后期限前没有更新您的个人资料，则你的简历及其所包含的所有数据都将被系统删除。

2. 发布候选者简历

如果您在我们的人才招募系统中发布了您的简历，则表示您同意将您的简历向博世集团内的所有人才招聘部门公开，并同意博世工作人员出于人力资源配备目的而与您接触。您所提供的数据和文件将被博世用作内部检索合适人选之用。

除了您之外，从博世人力资源部门获得授权的工作人员也将有权访问您的个人数据。当博世内部新出现了某招聘职位且该职位与您的简历相符时，这些工作人员可能会将您的个人数据转发给负责招聘的经理人员。

如在某一特定时间段内，您不再希望与外界保持联系，则您可以锁定您的个人资料，这样您的个人资

料就不会被我们的申请人检索工具检索到。当然，您也可以随时删除您的注册信息。

我们的目标是：为您提供最好的博世工作机会。因此，我们鼓励您定期更新您在博世系统中的数据。一旦您向我们提供您的联络信息，则表示您同意博世可以出于人才招聘目的而与您接触。

3. 聘用

在用候选人时，为了完成聘用程序，博世将要求候选人提供进一步数据（候选人的简历中会出现一条额外链接）。这些数据将从人才招聘系统移交到博世位于特定国家的人力资源管理系统中。数据移交完成后，人才招聘系统将不再保留这些数据。

一般信息

博世的一般隐私权声明同样适用于本人才招聘系统。

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 is 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 the worldwide BOSCH for recruitment, staffing and employment purposes. The intended purposes (Application, Profile Release and Hiring) are explained below.

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 takes place in collaboration between Human Resources and the Manager of the user departments. These Managers as well as the Bosch HR associates may belong to different companies within the BOSCH, 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. In this case you will be informed on the local website. 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

You have the possibility to apply only for a specific position. This restriction can be activated if you demark 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.

You can withdraw your application at any time if you are not longer interested in the open position. Your data will be deleted in accordance with the applicable laws once the application process ends or if you withdraw your application. 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 deleted.

2. Release of candidate profile

If you release your candidate profile in our eRecruiting system then 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 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 that you will not be found in our applicant pool. Of course, you can also delete your registration at any time.

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

In case of hiring a candidate BOSCH will request further data for the hiring process by the appearance of an additional link in the candidate profile. These 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. After the transfer these data will not longer be available in the eRecruiting system.

General Information

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