

Data privacy in the Bosch Group application process

We want you to be a part of our team.

This privacy policy explains how your personal data is processed when you apply for a job at one of the Bosch Group companies in Brazil. This document also contains information about your rights while taking into account data privacy laws. Personal data is all data that relates to a person's identification, such as his or her date of birth or home address, among other data that contributes to a person's identification.

The personal data you have entered in our application management system will be processed by the Bosch Group legal entities for the purpose of registering and verifying that your profile fills any of the job openings available at the Bosch Group.

At Bosch Group, the recruitment process involves several members of the different Human Resources departments, together with their managers and, if necessary, members of the department responsible for the recruitment process. These people can belong to different companies in the Bosch Group. Therefore, your information may be shared within the Bosch Group around the world.

Bosch respects your privacy

For Bosch, it is important to protect your personal data and to ensure the security of all data involved. We always take this premise into consideration throughout our business processes. When entered into online applications, the personal data collected are processed confidentially and in accordance with legal compliance.

Data privacy and the security of information collected is an integral part of our corporate policy.

Contact details of Bosch Group Data Protection and the Information Security Officer (C / ISP)

The Bosch Group legal entity to which you have submitted your application is responsible for processing your data. You can find the contacts of Bosch legal entities in Appendix 1.

Below you can find detailed contact details of the Bosch Group Data Protection and Information Security Officer (C / ISP),

Data Security Officer - Latin America

Postbox 954 - Postal Code 13.065-970

Via Anhanguera, Km 98 Campinas

BRAZIL

Email: DBBR@br.bosch.com (please do not send emails with commercial content)

Phone: +55 (19) 2103 4511 To claim your rights or to report a case of incidents related to data privacy:

CT

<https://www.bkms-system.net/bosch-datenschutz>

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Or

Email: DBBR@br.bosch.com (please do not send emails with commercial content)

Apply for openings posted on the Bosch Careers Portal

The easiest way to apply for a job at Bosch is to apply directly for a job posted on our “careers” portal. Your application will be reviewed according to our internal processes.

Paper applications are manually entered into our application management system and will be destroyed. You will receive an email with indications to activate your application when it is manually placed in the system. If not activated, your application will be deleted within 30 days of being submitted and your data will be deleted from our application management system and will be excluded from the recruitment and selection process.

You can submit your application through your personal contacts who work at the Bosch Group. To do so, you must submit your application to the Group associate, who will insert it into the application management system. You will then receive an email with directions to activate your application. If not activated, your application will be deleted within 30 days of being submitted and your data will be deleted from our application management system and will be excluded from the recruitment and selection process. The Bosch team will be able to verify that the submission was made by a Bosch associate when reviewing the application. This associate will be able to see the status of their application, but will not be able to see details about it.

We will keep you informed of the status of your application via email. You may edit or delete your details at any time during the application process, but you must have a SmartRecruiters profile which can be created directly from the company website. Please note that if you create a profile on SmartRecruiters, the sole responsibility for providing such information is yours, and the responsibility for the use and storage of the information you provide will be exclusively with SmartRecruiters.

Bosch Group companies will not share information with SmartRecruiters as use of the platform is not mandatory for the application process, but only if the candidate chooses to edit the information provided. Therefore, we recommend that you read our SmartRecruiters Privacy Policy and Terms of Use.

During the application process, you will receive email alerts with other job openings that may be of interest to you.

If you would like to keep your entry in the Bosch Resume Database, to be informed of future job openings, you will need to express your interest and accept your registration. Bosch will maintain your registration for this purpose for a period of 3 years from filling the position for which you have applied and not been selected. After this deadline, your data will be deleted from the Bosch database.

If relevant, we may also invite you to be part of a community of Bosch Group candidates.

Be a member of the Bosch Group Candidate Community.

If you are invited to join a community of candidates for the Bosch Group, you may post your personal data so that it is visible to all Bosch Group Human Resources departments. You may accept or decline to participate in these communities. If you agree to join a Bosch community, you will receive information about upcoming job openings and your personal data may be reviewed to verify possible compatibility with the job openings offered. As a member of the community, you will be able to contact Human Resources directly, receive information about recruitment at Bosch or receive event invitations. You can delete your profile in the Bosch community at any time.

Processed Data Categories

The main categories of personal data processed are as follows:

- Key details (eg name, date of birth, nationality, home address)
- Documents (eg letters of recommendation, certificates, curriculum)
- Travel expense data (eg bank account data)
- Contacts (eg email, mobile number, IT user ID, audio or video recordings)
- Data collected during the use of IT systems (internet protocol address, date and time as well as duration of data storage)

It may also include other categories of personal data, such as health data. In this event, such special data will only be processed in accordance with applicable law, with your consent or if explicitly disclosed by you.

Sources of personal data

The general rule is that personal information is obtained directly by the candidates themselves during the recruitment and selection process.

The application process for some positions may involve audio or video recordings. If so, this information will be requested from you during the selection process. These checks are made in accordance with the legal regulations of the country. Therefore, service providers are carefully selected for this service.

All service providers are required to maintain confidentiality and to comply with the legal provisions of the country. Service providers may also be other Bosch Group companies.

Data transfer after recruitment

If you are approved for any job opening and you agree to join the Bosch team, your data will be transferred from our application management system to the Human Resource management systems, where it will be stored as associate data and processed accordingly.

Data processing purposes and legal bases

Bosch and contracted outside service providers will treat your personal data in accordance with national data protection laws and other applicable laws. Your data will be handled, especially if, following the recruitment and selection process, you become an associate with a Bosch Group legal entity. In this case, your data will be transferred for pre-contractual arrangements as agreed between you and Bosch.

Other processing of personal data will take place upon your prior consent under this agreement.

Special data categories

In relation to the special personal data categories, according to article 5, II of the LGPD (General Data Protection Act, no. 13.709 / 2018, which will come into force on 08.16.2020) eg health related data, this process will be done in accordance with Articles 11. LGPD 13, if it is necessary to process this data to assess the prerequisites for occupying the position in question, according to your prior consent and sharing of such data in your application.

Data Disclosure

Only those involved in the application process (eg managers and department associates responsible for recruitment (Human Resources associates) have access to your personal data within the Bosch Group legal entity you applied for. However, your application data may be disclosed in other legal entities, if it is verified that your application fits into another available position in the Bosch Group. You will be informed of this via email and your prior consent will be required to activate any new applications.

We will disclose your personal data to other data controllers if Bosch or any third party involved has a legitimate interest in this disclosure or if you have given your consent. You will find details about the legal bases in the section “Purposes of treatment and legal bases”. The other Bosch Group legal entities may be considered as third parties involved. It will be indicated in the data privacy statement if disclosure of data to third parties based on a legitimate interest occurs. In some cases, Bosch uses the services of various providers to fulfill contractual or statutory obligations. You will find a list of contracted service providers in the “Contracted service providers (who may process data)” section.

We may also disclose your personal data to other recipients outside the Bosch Group if necessary to comply with contractual or legal obligations.

Contracted service providers (who may process data)

Bosch carefully selects service providers and regularly monitors them to ensure that your personal data is safe. Bosch ensures that all service providers comply with confidentiality requirements and legal obligations. Other Bosch Group legal entities may be considered service providers.

A list of service providers contracted by Bosch can be found in the table below:

Service Providers	Data processing types
SmartRecruitres GmbH Dircksenstrasse 47 10178 Berlin, Germany SmartRecruiters SP. Zo.o. Fabryczna 20, 31 - 553 Kraków, Poland SmartRecruiters Inc. 255 Bush Street, San Francisco, CA 94104, USA	Provision and continuous development of the cloud platform (Software as a Service) for the above mentioned processing. Processing of personal data
PRÉSUMÉ Serviços de Tecnologia em Recursos Humanos Alameda dos Anapurus, 1.440 15 andar, São Paulo / SP	Processing of personal video interview data
MC Consultores em Recursos Humanos e comércio de livros Ltda. Rua Irma Serafina, 883, Centro Campinas / SP	Processing of selection process personal data
Nossa Serviços Temporários e Gestão de Pessoas Ltda, Rua Conselheiro Laurindo, 2189, Rebouças, Curitiba / PR	Processing of selection process personal data

Disclosure outside the Brazilian Territory

Bosch discloses your personal data to service providers or Groups that are located outside the Brazilian territory.

Storage duration; retention periods

Bosch will delete your personal data when it is no longer necessary for the purposes mentioned above.

Upon completion of the application process, your personal data will continue to be stored as required by national law. During the period your data is stored, changes may be requested or reported. If you are a member of a Bosch candidate community, you can delete your profile at any time.

Security during data processing

Bosch guarantees the application of all technical and organizational measures necessary to ensure the security and protection of your personal data, especially the risks of accidental or unlawful destruction, manipulation, loss, alteration, disclosure or access by unauthorized parties. We are constantly improving security measures and keeping them as current as possible.

Candidates' rights:

If you wish to inquire about any of your rights, please refer to the Contacts section. When contacting us, please make sure it can be identified easily.

Right of access:

You are allowed to receive information about the processing of your data. You may exercise the right of access to any personal data processed by us through proof of identity.

Right to correction or deletion:

You may require the correction of your data or complete information about your personal data if it is incomplete, as well as requesting the deletion of it; provided the legal requirements are met.

This does not apply to billing or accounting information or data that is subject to legal retention periods. If access to this data is not requested, data processing is restricted (see below).

Processing restrictions:

Subject to legal requirements, you can restrict the data that will be processed by the Bosch Group by means of declaration on the platform itself.

Objection to data processing:

You have the right to object at any time to the processing of your data. In that case, we will no longer process your information unless otherwise provided by law and public policy matters.

Objection to data processing

You may request that the Bosch group terminate the processing of your data at any time. In that case, we will stop processing your data, unless otherwise provided by law and public policy matters.

Eliminate consent:

If you have given us consent to process your data, you may withdraw that consent at any time, which will produce future effects. Accordingly, revocation of your consent will have no legal effect on the processing of information prior to your request.

Data Portability:

You have the right to receive your information in a structured, commonly used and computer-written manner and / or - if technically possible - require the transfer of such data to third parties.

Appendix 1

Country	Legal Entity	Legal Entity Name	City
Argentina	DCAR	Bosch Rexroth S.A.I.C.	Carapachay
	RBAR	RB Argentina	Buenos Aires
Brasil	ASBR	RB Direção Automotiva Ltd	Sorocaba
	BISB	Bosch Soluções Integradas	Campinas
	BMS	BMS	Campinas
	DCBR	Bosch Rexroth Ltda.	Itatiba
	INRB	Robert Bosch Institute	Campinas
	PABR	PABR	Barueri- Alphaville
	PREV	Previbosch	Campinas
	RBLA	Robert Bosch Ltda	Curitiba
	TTBR	Bosch Termotecnologia LTD	Barueri- Alphaville
	UCBR	UCBR	Campinas
	BLIFE	BOSCHPREV SOC. PREV. PRIV	Campinas
Chile	DCCL	Bosch Rexroth Chile S.p.A	Santiago de Chile
	RBCL	Robert Bosch S.A.TTCL	Santiago de Chile
Colombia	RBCO	Robert Bosch Ltda: RBCO	Bogota
Ecuador	RBEQ	Robert Bosch Ltda: RBEQ	Guayaquil
Panama	RBPA	Robert Bosch Panamá S.A.	Panama City
	RBPC	RB Panama Colon S.A	Colon
Paraguay	RBPY	RB Sociedad Anónima	Asuncion
Peru	DCPE	DCPE-Drive & Control Peru	Lima
	RBPE	RB Peru	Lima
Uruguay	RBUY	Robert Bosch Uruguay S.A	Montevideo
Venezuela	DCVE	Bosch Rexroth S.A. (Holdi	Caracas
	RBVE	RB Venezuela	Caracas