

**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. Either way HR associates may contact you and ask whether you agree to move your application to another fitting position within Bosch Group. In case you applied for a specific job this will only happen with your approval. (Please find the details concerning unsolicited applications under paragraph 2).

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 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 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

Abbreviation	Long name of legal entity	Country
AACN	Bosch Automotive Aftermarket(China)Co.,Ltd.	CN
DCCB	Bosch Rexroth (Beijing) Hydraulic Co., Ltd.	CN
DCCC	Bosch Rexroth (Changzhou) Co., Ltd.	CN
DCCS	Shanghai Bosch Rexroth Hydraulics & Automation Ltd.	CN
DCCX	Bosch Rexroth (Xi'an) Electric Drives and Controls Co., Ltd.	CN
ETCN	ETAS Automotive Technology (Shanghai) Co., Ltd.	CN
PACG	Bosch Packaging Technology (Chengdu) Co., Ltd.	CN
PACN	Bosch Packaging Technology (Hangzhou) Co., Ltd.	CN
PTCD	Bosch Laser Equipment (Dongguan) Limited	CN
PTCN	Bosch Power Tools (China) Ltd.	CN
PUJP	Bosch Packaging Technology (Chengdu) Co., Ltd.	CN
QINP	name unknown, subbranch of RBCD in line 19	CN
RBAC	Bosch Automotive Products (Suzhou) Co., Ltd.	CN
RBAG	Bosch Automotive Products (Chengdu) Co., Ltd.	CN
RBCC	Bosch Automotive Products (Changsha) Co., Ltd.	CN

RBCD	Bosch Automotive Diesel Systems Co., Ltd.	CN
RBCN	Bosch (China) Investment Ltd.	CN
RBCT	Bosch Trading (Shanghai) Co., Ltd.	CN
RBCY	Bosch(Hulunbeier) Automotive Test and Technology Center Co.,Ltd	CN
RBDT	Bosch(Donghai) Automotive Test&Technology Center Co.,Ltd	CN
RBTS	Bosch Automotive Technical Service (Beijing) Co., Ltd.	CN
SGCN	Robert Bosch Starter Motors Generators China Co. Ltd	CN
STCN	Bosch (Zhuhai) Security Systems Co., Ltd.	CN
STCT	Bosch (Shanghai) Security Systems Ltd.	CN
SXCN	Bosch Automotive Service Solutions (Suzhou) Co., Ltd.	CN
TTCB	Bosch Thermotechnology (Beijing) Co., Ltd.	CN
TTCQ	Bosch Thermotechnology (Shandong) Co., Ltd.	CN
TTCS	Bosch Thermotechnology (Shanghai) Co., Ltd.	CN
TTCW	Bosch Thermotechnology (Wuhan) Co., Ltd.	CN
RBLC	Bosch (Shanghai) Smart Life Technology Ltd.	CN
INNA	Bosch Software Innovations Corp.	US
PAUD	Bosch Packaging Technology, Inc.	US
PAUR	Bosch Packaging Services Inc.	US
PTNA	Robert Bosch Tool Corporation	US
PTNF	Freud America Inc.	US