

Ericsson Talent Privacy Statement

Introduction

This Ericsson Talent Privacy Statement (“**Privacy Statement**”) applies to the processing of personal data for the purpose of recruitment activities of Ericsson AB and its affiliates (“**Ericsson**”, “**us**”, “**our**”, “**we**”). The data controller for processing your personal data is the local Ericsson entity for the job you apply to. Ericsson AB, 164 80 Stockholm, Sweden (registration number 556056-6258) acts as a joint controller with the local Ericsson entities determining how and why your personal data is processed during recruitment.

The Ericsson Careers Site is a cloud-based applicant tracking system. Ericsson uses this application globally to manage its recruitment activities.

How and why we process your personal data

If you would like to apply for a job at Ericsson, you will need to provide the personal data requested at point of application. We process your personal data to:

- consider your application
- communicate with you
- determine your suitability for open positions at Ericsson
- prepare employment terms
- perform pre-employment assessments
- to collect insights that inform job role statistics
- improve and develop our recruitment process.

Your candidate profile and job application including any personal data may be used to pre-screen you for a specific open position, and for other job opportunities. To help compare your profile with job opportunities, Ericsson uses a matching algorithm that assess your skills and experience against the job criteria. There is no automated decision making involved in the processing. The algorithm will provide recommendations (based on skills match), and a recruiter or a hiring manager can access all applications and will take any decisions related to the hiring process. We may also process your personal data to comply with legal and other requirements. Background checks are performed for some positions, but only for candidates that have reached the final stages of the recruitment process. Further privacy related information about background checks will then be provided separately.

You may also be added by a recruiter as a lead for future or current jobs. The import of a lead will automatically trigger an email being sent out to the individual with instructions on how to be removed as lead.

Personal data we process

The data processed may include address, email, other contact details, education, competencies, skills, work experience and nationality as well as any additional information provided by you, for example in a CV or cover letter. This may also include information from publicly available sources (e.g., information collected

from LinkedIn, if you have opted to be visible to employers and recruiters). Ericsson will also process information related to references and assessments.

Legal bases for processing your personal data in the EU/EEA

The personal data processing described in this notice is necessary for the implementation of pre-contractual measures and the decision on the establishment of an employment relationship (Article 6(1)(b) General Data Protection Regulation, GDPR). This applies to the review of candidate profiles and job applications as well as to onboarding activities for candidates that have signed employment contracts. Failure to provide personal data may prevent you from using Ericsson Careers Site and applying for a job at Ericsson.

In addition to the review of candidate profiles and job applications, if you have been contacted by Ericsson (or a third party on behalf of Ericsson) and received an invitation to create a candidate profile or to apply for a job, the processing involved is based on a legitimate interest (Article 6(1)(f), GDPR). Invitations are based on information made public by you. We also rely on a legitimate interest when we use pseudonymized data to improve the algorithm behind Ericsson Careers Site and when we communicate with you. Ericsson has balanced the legitimate interests with the rights and freedoms of candidates. If you decide to create a profile but do not apply for a specific job, e.g. by joining the Talent Network, we process your information based on your consent (Article 6(1)(a) GDPR).

Sharing your personal data

Your personal data may be shared with the Ericsson People Function (HR) representatives, other functions within Ericsson as well as with third parties involved in the recruitment process to assess whether your profile fits with current, or future job postings. The information you provide on an application in connection with a specific job posting may also be viewed together with additional data collected during the recruitment process (e.g., information obtained from interviews, assessments and background checks) by the hiring manager.

International data transfers

We may transfer your personal data to another Ericsson Group entity or to a third-party service provider in countries which may not have the same data protection laws as the country in which you initially provided the information, but we will protect your personal data as described in this Privacy Statement and we comply with the data transfer restrictions applicable to the processing of your personal data.

Ericsson ensures that appropriate safeguards are used for all transfers of personal data out of the EU/EEA when required. Ericsson transfers personal data outside of the EU/EEA only if at least one of the following applies:

- The destination country has been deemed to afford adequate protection by the European Commission;
- Personal data is transferred between Ericsson entities within the Ericsson Group in accordance with Ericsson Group Binding Corporate Rules ([BCR](#));
- The transfer is subject to a data transfer agreement containing EU Standard Contractual Clauses or other appropriate safeguards as defined by the GDPR;
- or
- Ericsson can rely on a derogation defined by the GDPR.

Your personal data and any additional information submitted or obtained otherwise in connection with a specific job posting or a registration in Ericsson Careers Site will be stored in the Netherlands and Germany where the data will be hosted with third-party service providers. The data is transmitted via the internet using a secure transport protocol.

Data security

Ericsson will take the security measures it deems reasonably appropriate to protect your personal information from unauthorized disclosure and will comply with the relevant rules in relation to the data being collected and their use.

Ericsson will undertake commercially reasonable steps to protect your personal data and will comply with local laws and regulations pertaining to data collection and use.

How long will we keep your data?

Ericsson retains personal data for no longer than necessary for the purposes for which it is intended on the legal basis for the processing. Ericsson assesses the purpose for which the data is processed and limits this to a proportionate period during which the personal data is required . Inactive candidate profiles will be erased automatically after 12 months (6 months for Germany, Pakistan, Poland, Switzerland and the United Kingdom). Job applications will be retained for as long as legally required and for as long as candidates can contest hiring decisions. Uploaded CVs for use in the matching functionality will be purged after 24 hours if candidate does not apply for a job.

Cookies and other similar technologies

Ericsson Careers Site places necessary cookies on your device. These cookies are session cookies, required to provide insights on the functionality of the tool. They are not re-used and are deleted from the user's computer after the session is closed. Their use is based on legitimate interest, as these cookies are essential to provide the platform.

Your rights

We may contact you and request that you update your personal data on a regular basis so we may keep you informed about other job opportunities which may be of interest to you. You also have the right to access, modify, supplement, update or erase your personal data included in the Ericsson Careers Site

If you are offered a job with Ericsson, your personal data will be attached to your employee profile and retained by the People Function. With a candidate profile in Ericsson, you become part of the Ericsson Talent Network enabling recruiters to contact you about job offers which may be of interest to you. However, you have the right to opt-out from this if you wish not to be visible to recruiters for other roles . Your candidate profile in the Ericsson Careers Site, however, will continue to be retained for the purpose described above unless you request that we delete it.

How to contact Ericsson

If you have any questions, concerns or want to correct or delete your personal data, please do not hesitate to contact itm.external@ericsson.com. Individuals who object to the processing of personal data or wish to file a request or a formal complaint pertaining to the processing of personal data can also do so by contacting an Ericsson Data Protection Officer at ericsson.group.privacy@ericsson.com.

Furthermore, you have the right to complain on the data processing with your local data protection supervisory authority or the Swedish Authority for Privacy Protection ([IMY](#)).