



CAREERS

(/careers-home)



General Data Protection Regulation (GDPR)

[This notice describes how personal information about you may be used and disclosed and how you can get access to this information. Please review it carefully.]

1. Wipro Limited (“we” or “us”) respects and is committed to the protection of your Sensitive and Personal Information and your privacy. This Personal Data Protection Notice (“Notice”), prepared in accordance with applicable data protection laws explains how Wipro processes your personal data as part of the hiring process. This Notice supplements but does not supersede nor replace any other consent(s) you may have previously provided to us in respect to your personal data. IDENTITY OF THE ENTITY collecting the personal data: Wipro Ltd. will be your primary data controller for all employment related data processing activities.

2. DEFINITIONS

For the purposes of this Notice:

- i. “Affiliates” means Wipro Limited and/or related companies, including their related companies;
- ii. “Partner(s)” means customer(s), vendor(s), authorized service partner(s) and/or business partner(s);
- iii. “Personal data” shall mean data, whether true or not, about an individual who can be identified from that data, or from that data and other information to which the organization has or is likely to have access.
- iv. “Processing” means any operation or set of operations which is performed upon personal data, whether or not by automatic means, such as collection, recording, organization, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, blocking, erasure or destruction.

All further data protection relevant terms depend on Art. 4 GDPR.

3.WHAT PERSONAL DATA DO WE PROCESS:

We collect and process the following categories of personal data:

- 1.Name & Contact information [Name, Gender, Email ID, Phone number, Country of residence/Work authorization details]
- 2.Academic and Professional Qualification
- 3.Employment History & References
- 4.Date of birth (optional), Nationality (Optional), Photo (Optional)
- 5.Background check information such as documents for education & Professional verification
- 6.Resume

4.PROCESSING PURPOSE(S)

As part of the job application process, we will process your Personal Data, for the following purposes:

- 1.For recruitment, selection process, hiring.
- 2.Reference check
- 3.Validation of information you provided
- 4.Communication concerning the hiring process
- 5.Personal Interview to assess your suitability for the role.

5.RECIPIENTS OF PERSONAL DATA

Our Partners and Affiliates for the purposes of collecting and using your personal information as described in this Notice are as follows: []

i.Usage & Sharing: Your personal data will be shared with certain Wipro employees and some external parties who have a legitimate business need & are authorized to access such data in connection with the above stated purpose(s).

Recipients are:

- 1.Recruiter/Talent Acquisition
- 2.Hiring manager
- 3.Interview Panelists
- 4.Clients and Customers
- 5.BGV Vendors
- 6.Onboarding Executive (In case of job offer)
- 7.Human Resource Shared Services Team
- 8.Payroll Team (In case of job offer)
- 9.Internal/external auditors from pay administration standpoint

ii.Data transfer to a recipient outside the European

Union: We will transfer/give access to data updated by

General Data Protection Regulation (GDPR)
Union. We will transfer/give access to data updated by
Candidate in the application tool & resume for the
screening & role fitment process to the Recruiters &
Hiring Panellists.

6. DATA RETENTION

We will retain your data for a period of 180 days post the last interaction/ action on your candidature, after which it will be deleted. Should you wish to delete your information before this timeline, you may withdraw the application from your candidate dashboard in the iCIMS platform.

Those who get selected become employees, their data is transferred to employee database/personnel files and will be retained as per statutory requirements applicable to the country.

The personal data for residents from Japan will be retained for 365 days post the last interaction/ action on the candidature as per the law of the land.

7. YOUR RIGHTS

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements, or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com (<mailto:helpdesk.recruitment@wipro.com>).

We are an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, caste, creed, religion, gender, marital status, age, ethnic and national origin, gender identity, gender expression, sexual orientation, political orientation, disability status, protected veteran status, or any other characteristic protected by law. Any complaints or concerns regarding unethical/unfair hiring practices should be directed to our Ombuds Group www.wiproombuds.com (www.wiproombuds.com)

[Fraud Awareness \(/fraud-awareness\)](#) [FAQs \(/faqs\)](#) [Contact Us \(/contact-us\)](#)
[Hiring Process \(/hiring-process\)](#) [Site Map \(/site-map\)](#)



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