

Data Protection Notice

Bosch Global Software Technologies Pvt Ltd (hereinafter "Bosch/BGSW" or "We" or "Us") welcomes you to our internet pages and mobile applications (together also referred to as "Online Offers"). We thank you for your interest in our company and our products.

BOSCH respects your privacy. The protection of your privacy throughout the course of processing personal data as well as the security of all business data are important concerns to us. We process personal data that was gathered during your visit of our Online Offers confidentially and only in accordance with statutory regulations.

Data protection and information security are important aspects of our corporate policy.

Controller/Data Fiduciary

BOSCH is the controller responsible for the processing of your data; exceptions are outlined in this data protection notice.

Bosch Global Software Technologies Pvt Ltd (BGSW)

***No.123 Industrial Layout,
Hosur Road Koramangala,
Bengaluru, Karnataka 560095***

The Bosch Group entity you have received the offer letter from, is a Joint Controller along with BGSW for this Online Offer.

Collection, processing and usage of personal data

Processed categories of data

The following categories of data are processed:

Data Principal - Candidate who has applied for employment

- Personal data (e.g. Personal details, Family details, ID proof (PAN & Passport), Skills and certifications, reference details)
- Educational data (e.g., School details, college university details, percentage, and score)
- Employment data (e.g., Organizations details, tenure period, designation, department, CTC)
- Insurance details (e.g. Insurance nominee details)

Data Principal – Employee/Account holder of any processor of BGSW like background verification agency

Principles

Personal data consists of all information related to an identified or identifiable natural person, this includes, e.g. names, addresses, phone numbers, email addresses, contractual master data, contract accounting and payment data, which is an expression of a person's identity.

We collect, process and use personal data (including IP addresses) only when there is either a statutory legal basis to do so or if you have given your consent to the processing or use of personal data concerning this matter, e.g. by means of registration.

Processing purposes and legal basis

We as well as the service providers commissioned by us; process your personal data for the following processing purposes:

Provision of these Online Offers

Legal basis: Consent and Fulfillment of contractual obligations.

Resolving service disruptions as well as for security reasons.

Legal basis: Fulfillment of our legal obligations within the scope of data security and as well as in the protection of our offers.

Safeguarding and defending our rights

Legal basis: Legitimate use for safeguarding and defending our rights.

Registration

If you wish to use or get access to benefits requiring to enter into the fulfillment of a contract, we request your registration. With your registration we collect personal data necessary for entering into the fulfillment of the contract (e.g. first name, last name, date of birth, email address, if applicable, details on the preferred payment method or on the account holder) as well as further data on voluntary basis, if applicable. Mandatory information is marked with an *.

Log files

Each time you use the internet, your browser is transmitting certain information which we store in so-called log files.

We store log files to determine service disruptions and for security reasons (e.g., to investigate attack attempts) for a period of 2 years and delete them afterwards. Log files which need to be maintained for evidence purposes are excluded from deletion until the respective incident is resolved and may, on a case-by-case basis, be passed on to investigating authorities.

In log files, the following information is saved:

- IP address (internet protocol address) of the terminal device used to access the Online Offer;
- Internet address of the website from which the Online Offer is accessed (so-called URL of origin or referrer URL);
- Name of the service provider which was used to access the Online Offer;
- Name of the files or information accessed;
- Date and time as well as duration of recalling the data;
- Amount of data transferred;
- Operating system and information on the internet browser used, including add-ons installed (e.g., Flash Player);
- http status code (e.g., "Request successful" or "File requested not found").

Data transfer to other controllers

Principally, your personal data is forwarded to other controllers only if required for the fulfillment of a contractual

obligation, or if you have given your consent. Particulars on the legal basis and the recipients or categories of recipients can be found in the [Section – Processing purposes and legal basis](#).

Additionally, data may be transferred to other controllers when we are obliged to do so due to statutory regulations or enforceable administrative or judicial orders.

Duration of storage, retention periods

Principally, we store your data for as long as it is necessary to render our Online Offers and connected services or for as long as we have a legitimate use in storing the data (e.g. we might still have a legitimate interest in postal mail marketing after fulfillment of our contractual obligations). In all other cases we delete your personal data with the exception of data we are obliged to store for the fulfillment of legal obligations (e.g. due to retention periods under the tax and commercial codes we are obliged to have documents such as contracts and invoices available for a certain period of time) or as per any judicial order or for legal claims.

Security

Our employees and the companies providing services on our behalf, are obliged to confidentiality and to compliance with the applicable data protection laws.

We take all necessary technical and organizational measures to ensure an appropriate level of security and to protect your data that are administrated by us especially from the risks of unintended or unlawful destruction, manipulation, loss, change or unauthorized disclosure or unauthorized access. Our security measures are, pursuant to technological progress, constantly being improved.

User rights

To enforce your rights, please ensure that an unambiguous identification of your person is possible.

Right to information and access

You have the right to obtain confirmation from us about whether or not your personal data is being processed, and, if this is the case, access to your personal data.

Right to correction and deletion

You have the right to obtain the rectification of inaccurate personal data. As far as statutory requirements are fulfilled, you have the right to obtain the completion or deletion of your data.

This does not apply to data which is necessary for billing or accounting purposes or which is subject to a statutory retention period

Withdrawal of Consent

In case you consented to the processing of your data, you have the right to revoke this consent at any time with effect for the future. The lawfulness of data processing prior to your withdrawal remains unchanged.

Right to grievance redressal

To assert your rights and to notify data protection incidents please use the following link: <https://www.bkms-system.net/bosch-dataprotection>

For suggestions and complaints regarding the processing of your personal data we recommend that you contact our data protection officer:

mailto: DPO@bosch.com

If unsatisfied with our response or our support, you have the right to lodge a complaint with a supervisory authority.

You can appeal to the supervisory authority which is responsible for your place of residence or your state of residency or to the supervisory authority responsible for us.

Changes to the Data Protection Notice

We reserve the right to change our security and data protection measures. In such cases, we will amend our data protection notice accordingly. Please, therefore, notice the current version of our data protection notice, as this is subject to changes.

Contact

If you wish to contact us, please find us at the address stated in the "Controller" section.

Effective Date : 19-Jan-2024