

Siemens Healthineers

Recruitment and Application Privacy Notice

Siemens Healthineers is committed to protecting and respecting the privacy of your personal data. This Privacy Notice explains how we process your personal data in compliance with applicable data privacy laws when you search for or apply for an open job with Siemens Healthineers. The Privacy Notice explains what personal data is used, for what purposes, with whom it is shared, and your rights in connection with the processing of your data.

Controller

If you apply for a job at Siemens Healthineers¹, the Siemens Healthineers company to which you are applying is responsible for processing your personal data. Please refer to the job posting for more information.

When you become part of our global talent pool and are considered for all open jobs within the Siemens Healthineers group of companies worldwide, the Siemens Healthineers group companies share the responsibility for processing your personal data.

Processing your personal data

This section describes what categories of personal data we use during the recruitment and application process and for what purpose.

The personal data that Siemens Healthineers processes about you primarily consists of the information that you have provided about yourself and data that our recruiting teams and our recruitment and application systems collect and generate about you during the recruitment process. Such personal data (*candidate profile information*) will be stored in your candidate profile and may specifically include:

- Information that identifies you, such as your name, date of birth, identification numbers, photograph, and citizenship.
- Contact information, such as your email address and telephone number.
- Information about your education and qualification, skills, work experience, references, and compensation.
- Information about your location, such as relocation preferences.
- Information about your interests, the roles you are interested in, and roles you have applied for and search queries.
- Account information, such as your username and password.

When you apply for a job, we additionally process the following data which may include data from third-party sources, e.g., recruitment agencies, career platforms, background check providers, references or previous employers (*application data*):

¹ Siemens Medical Solutions, USA, Varian Medical Solutions, USA and Siemens Healthcare Limited (Canada)

- Information about your interview availability.
- Video interview recordings.
- Results of your background check(s).
- Assessment information, such as (test) results from an external assessment.
- Information related to our hiring decision process.
- Special categories of personal data, such as health data or religious beliefs to the extent required by local law.
- Travel expense and reimbursement information related to your application.

As part of the recruitment and application process we offer you different options and choices that affect how we process your personal data, including who we share it with.

You can:

Option 1) Sign up for an account and use your account, for example apply for positions at Siemens Healthineers, set job alerts, or join a talent community.

Option 2) Apply for a specific open job at Siemens Healthineers without signing up for an account.

Option 3) Use our recruiting tools, such as setting job alerts, joining a talent community, or using our interactive job search and application assistance without signing up for an account.

Here are how your choices affect how we use and share your personal information:

Signing up for an account

By signing up for an account, we process your candidate profile information to personalize your candidate experience. This allows you to log in, receive tailored job recommendations, set job alerts or join a talent community, for example receive additional insights about Siemens Healthineers, events and relevant news. Once you have applied for an open job, you can also view the status of your application and updates on job postings in your account.

We also use the candidate profile information saved in your account to consider you for all of our open jobs independent of an application. This means that we compare your candidate profile information with open jobs and other candidates to identify and suggest suitable positions that match your preferences and interests, as well as our job requirements. This may include automated matching, but hiring decisions are made by individuals and are not based solely on matching results.

Applying for an open job

If you apply for a specific job, we will process your candidate profile information and application data to evaluate whether you meet the qualifications for the open job. Our recruitment and application systems assist us in analyzing candidate profiles in relation to open positions. However, the final hiring decisions are made by individuals. We may contact you, invite you to and schedule one or more interviews, make a final decision regarding your potential employment, and begin the hiring and onboarding process.

During the application process, we may use a video interview tool that allows you to record your answers to specific questions.

For some select positions, we will conduct background checks as part of the recruitment and hiring process. Further information can be found below under Background Checks.

Creating a job alert

You can choose to create one or more job alerts to be informed about open jobs. Once you create a job alert, we use your candidate profile information, in particular email address and the information you provide, including country, city, hiring type, job family, and more, to send you personalized job alerts.

Joining a talent community

When you join a talent community, we will use your candidate profile information, including your resume and phone number (should you choose to provide it), to notify you about job opportunities that match your specified interests. By joining a talent community, you will also become part of our talent pool, and your data will be available to our recruiters, who may use it to match you with suitable job opportunities within Siemens Healthineers worldwide.

Using our interactive job search and application assistance tools

When you use our interactive job search and application assistance tools, such as the resume upload job matching feature or interact with the Career Bot, we process the personal data you provide (e.g., resume, job preferences, location, search queries). This allows us to assist you by answering your questions, helping you and us find job openings that match your profile, and providing personalized job recommendations. Additionally, we use this information to prepopulate parts of your candidate profile information.

Whenever you upload your resume, we use the provided information to offer personalized job recommendations to you. Your resume and basic contact details will be stored in a candidate profile, enabling ongoing matching with relevant open jobs.

Your Career Bot interaction will also be used to improve your job search experience and application process and to provide better support.

For information on how your data is processed when creating job alerts via the Career Bot see the section 'Creating a Job Alert' in this Privacy Notice.

Employee Referral Program

If a Siemens Healthineers employee refers you, we will use your name and email address received to notify you of the referral and invite you to apply. If you decide to apply, your personal data will be processed as described in this Privacy Notice. If you decide not to apply, your personal data will be deleted 6 months after the referral.

Background Checks

For some positions, we may conduct specific background checks on selected candidates to ensure their suitability and integrity for the position. These checks may be conducted to verify the accuracy of the information you provided during the application process. You will be notified if a specific background check is required for the position for which you have applied, along with details about the specific background check(s) that will be conducted.

The specific personal data processed will depend on the type of background check. For more information, please refer to the specific background check privacy notice provided to you by our independent vendor.

Improving our recruitment processes

We use candidate profile information and application data for recruitment analytics purposes, with the objective of monitoring and enhancing our recruitment efforts. This includes, for example, analyzing the progression of candidates through the recruitment process, identifying candidate sources, and evaluating the effectiveness of recruitment campaigns. This helps us to optimize our recruitment strategies and enhance your overall experience.

Compliance with legal obligations

We process your personal data to comply with our legal obligations, which may include accounting, bookkeeping, auditing, reporting requirements, and legal proceedings. For this purpose, we process candidate profile information, application data and possibly additional personal data depending on the type of legal obligation and proceedings involved.

Legal basis for the processing

We process your personal data based on the following legal grounds:

- Your consent, which we will ask for when it is required (Art. 6 (1) lit. a GDPR).
- To assess if you are a good fit for the open job and determine whether we enter into an employment contract with you (Art. 6 (1) lit. b GDPR).
- To comply with a legal obligation requiring us to process your personal data (Art. 6 (1) lit. c GDPR).
- Where we believe it is in our legitimate interests, taking into consideration your interests, rights, and expectations (Art. 6 (1) lit. f GDPR). Our legitimate interests lie in managing and improving our recruitment and application processes, enhancing the candidate experience, and engaging with our talent community. Where Siemens Healthineers relies on its legitimate interests for processing your personal data, we have determined that, after a balancing of interests, our legitimate interests are not overridden by your interests and rights or freedoms. More information on the balancing of interests can be obtained by contacting the Siemens Healthineers Data Privacy Organization.

Cookies and other similar technologies

Siemens Healthineers and our partners use cookies and other similar technologies to operate the Siemens Healthineers recruitment and application platform and, for example, to personalize content. You may find out more about how we use cookies in our [Cookie Policy](#).

Links to other websites

Siemens Healthineers websites may contain links to third party websites and applications. This Privacy Policy, however, only applies to Siemens Healthineers websites and does not cover how third-party

organizations process personal data. For information on their processing of your personal data, we encourage you to read their data privacy policies.

Recipients and transfer of personal data

Siemens Healthineers may share your personal data with the following recipients, provided that such transfer is necessary:

- Siemens Healthineers group companies for recruitment purposes, such as to consider you for all our open jobs or as otherwise necessary for the purposes explained in this Privacy Notice.
- other recipients such as (IT-) service providers which process personal data as part of supporting the recruitment and application process (e.g., recruitment and application software providers, recruitment services providers, agencies, background check vendors).
- third parties in connection with complying with legal obligations or establishing, exercising, or defending rights or claims or in relation to corporate transactions (e.g., for court and arbitration proceedings, to law enforcement authorities and regulators, to attorneys and consultants).

Siemens Healthineers is an international group of companies and as part of our global recruitment efforts, your personal data will be processed globally. As such, we may transfer your personal data and process it outside your country of residence. Sometimes a recipient to whom Siemens Healthineers transfers personal data from the EU/EEA, where you are applying or being considered for an open job is in a country in which applicable laws do not provide the same level of data protection as the GDPR. In such cases and unless permitted otherwise by applicable law, Siemens Healthineers only transfers personal data from the EU/EEA if appropriate and suitable safeguards for the protection of personal data are implemented, in particular, if the recipient has entered into the [EU Standard Contractual Clauses for the transfer of personal data to third countries](#) (with the [UK Addendum](#) if applicable) with us; or has self-certified with the International Trade Administration (ITA) its compliance under the EU-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S DPF, and the Swiss-U.S. Data Privacy Framework (Swiss-U.S. DPF), as applicable; or if the recipient has introduced approved [Binding Corporate Rules](#) in its organization.

Further information on the safeguards in place is available by contacting the Siemens Healthineers Data Privacy Organization.

Data Privacy Framework

Certain Siemens Healthineers entities in the United States of America have certified their compliance under the EU-U.S. DPF, the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. DPF regarding the transfer of personal data to the United States from the EU/EEA, the UK, and Switzerland. Additional notices applicable to residents of the EU/EEA, UK and Switzerland under this certification are available [here](#).

Storage duration and deletion

Scheduled data deletion

If you submit an application for an open job, we store your candidate profile information and application data for the duration of the active recruitment and application process for the position(s) you have applied for. After the conclusion of the application process, we retain your candidate profile information and application data for a period of 3 years and then delete it, unless legal obligations or the establishment, exercise or defense of legal claims make a longer retention necessary.

If you are successful in your application, your application and candidate profile information will be retained as part of your employment record.

Your account and candidate profile information are saved if you regularly log in. After a period of three years following your last log-in to our recruitment and application platform, your account and candidate profile information will be deleted at the end of the quarter of that year if you do not log in again. Candidate profile information you have provided when joining a talent community will be deleted one year after joining the talent community.

Candidate profile information you have shared while using our interactive job search and application assistance tools, e.g., your resume that you have uploaded, will be deleted 1 year after upload.

Candidate profile information you have provided as part of creating a job alert will be deleted once you unsubscribe from all job alerts.

Requesting deletion

You may request the deletion of your account at any time. This includes deletion of your candidate profile information and may include application data if you have an active application. To do so, simply navigate to "Account settings" within the recruitment and application platform and select "Delete account".

If you have not created an account, you may request the deletion of your candidate profile information and application data at any time by clicking on "Personal Information" on the career homepage and following the instructions.

Please be aware that requesting the deletion of your account means you are withdrawing all your active applications. Legal data retention requirements will still apply if applicable.

Your rights

Under the GDPR, you have specific rights in relation to your personal data. In particular, and subject to the statutory requirements, you may be entitled to:

- obtain confirmation as to whether Siemens Healthineers processes personal data about you and, where that is the case, obtain access to your personal data processed by Siemens Healthineers as well as other information,
- obtain the rectification of your inaccurate personal data processed by Siemens Healthineers,
- obtain from Siemens Healthineers the erasure of your personal data processed by Siemens Healthineers,

- obtain from Siemens Healthineers restriction of processing of your personal data,
- obtain a copy of your personal information that you have provided to Siemens Healthineers or request that your personal information be transmitted to another recipient,
- object on grounds relating to your particular situation to the processing of your personal data by Siemens Healthineers insofar as the processing of your personal data is based on legitimate interests.

If you have given Siemens Healthineers your consent to process your personal data, you have the right to withdraw your consent at any time with effect for the future, i.e., your withdrawal does not affect the lawfulness of the processing based on consent before its withdrawal.

To receive more information regarding these rights or to exercise any of your rights, please contact the Siemens Healthineers Data Privacy Organization.

Data Protection Officer, Siemens Healthineers Data Privacy Organization

The Siemens Healthineers Data Protection Officer and the Siemens Healthineers Data Privacy Organization provide support with any data privacy related questions, comments, concerns, or complaints or in case you wish to exercise any of your data privacy related rights. The Siemens Healthineers Data Privacy Officer and the Siemens Healthineers Data Privacy Organization may be contacted at: dataprivacy.func@siemens-healthineers.com. The Siemens Healthineers Data Privacy Organization will always use best efforts to address and settle any requests or complaints brought to its attention.

In addition, you may also contact a supervisory authority with requests or complaints. You can find the contact details of your local data protection authority in the EU/EEA [here](#).

If you are employed in the UK, you may contact the UK's Information Commissioner's Office as the UK data protection regulator at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, SK9 5AF; 0303 123 1113 or www.ico.org.uk.

Additional Privacy Notices for State-Specific Rights in the USA

[Click Here](#)