
Privacy Notice

9ABF0009044 - - 31.07.2020.

ABB is fully committed to protecting your privacy and respecting your rights to control how your personal data is used. This notice explains why and how ABB collects and uses your personal data and the rights you have in relation to that data.

Who is responsible for the processing of your personal data

ABB Asea Brown Boveri Ltd and its [subsidiary companies](#) are responsible for your personal data. For applicable data protection law, the controller of your data will be the ABB affiliate where you are applying for a position. Other subsidiary companies of ABB may also receive and process your personal data, either in the capacity of controller or processor and this Notice applies equally to them.

The types of information we collect and use

We collect the following categories of personal data:

- **Identification data and contact information you share with us:** name, email address, business address, telephone number, mobile telephone number, gender, title;
- **Additional information you provide to us in the course of our interaction, such as:** resume, photo, video, interview assessment feedback, records of work achievement, Skype/video recordings and the position you apply for;
- **Information your browser makes available:** registration and login credentials, IP address, tracking, analytics data, device identifier etc.

We only collect the personal data from you that we need for these purposes.

Profiling and automated processing of your data.

We can also use automated methods to analyse your personal data submitted on our recruitment platform and build the profile of our candidates (profiling). The profile will be only used to assess our candidates in unified manner, ensuring greater consistency and fairness of the recruitment process.

The automated analyse may be applicable only in case you provided us your consent and it is not applicable in case you join the on demand recorded interviews only (AI not in use).

After your application, irrespective of whether you have been hired or not, we may send you an email asking you to participate in a survey related to the recruitment process. Your participation in such a survey is voluntary.

Why we use your personal data

We use the personal data that we collect for the following purposes:

- Create and maintain your personal account in HireVue;
- Process your personal data for future employment (i.e. interview assessment);
- Support building Artificial Intelligence for our recruitment process.

We only collect the personal data from you that we need for the above purposes. For statistical purposes, improvement of our services and testing of our IT systems we use as much as reasonably



possible anonymized data. This means that these data can no longer (in)directly identify you or single you out as an individual.

The legal basis we rely on

We process your personal data for the purposes described in this notice on the basis of your consent.

Parties we share your personal data with

We only share your personal data with other ABB affiliates or third parties as necessary for the purposes described in the table below. Where we share your personal data with an affiliate or third party so that it transfers to or becomes accessible from outside the European Union ("EU") and European Economic Area ("EEA") or outside the country where your employer is located, we always put adequate safeguards in place to protect your personal data. Examples of these safeguards are an adequacy decision of the European Commission or Standard Contractual Clauses. We have taken additional measures for the transfer of data from within to outside the EU, EEA and outside the country where your employer is located to protect your personal data. If you would like an overview of the safeguards which are in place, please submit a request at www.abb.com/privacy.

| Recipient name or – for non-EU countries – recipient category | Recipient location | Purpose |
|---|--|--|
| ABB affiliates and subsidiaries | See the list of ABB subsidiaries | The purposes described in this privacy notice |
| ABB customers, business partners, distributors, and agents | EU and non-EU | The purposes described in this privacy notice |
| Service providers | EU and non-EU | IT services, marketing agencies, payment processors, customer support providers working on ABB's behalf |
| Potential or actual acquirers of ABB businesses or assets | EU and non-EU | For the evaluation of the business or assets in question or executing the transformation/merger of the companies |
| Recipients as required by applicable law or legal process, to law enforcement or government authorities, etc. | EU and non-EU | Where required by applicable law or a legitimate request by government authorities, or a valid legal requirement |

You may obtain a copy of the safeguards which we use to protect your personal data by submitting a request at www.abb.com/privacy.

How long we keep your personal data

Based on mandatory legislation, ABB must keep certain personal data for a minimum period of time. We will keep your personal data for as long as necessary for the purposes described in this privacy notice (but no longer than 5 years) or until you withdraw your consent. Your personal data might be kept for longer period only if required by local laws and regulatory requirements. At the same time, applicable data protection laws require that we do not keep personal data in an identifiable form for any longer than is necessary for the purpose for which the personal data is being processed. Through the setting of IT applications and policies we ensure that your personal data is deleted when we no longer need it.

What are your rights?

Depending on the jurisdiction in which you are located and in which your personal data is processed, you may have the following rights:

| Data privacy rights | What it means |
|--|---|
| The right of data access | You have a right to obtain a copy of the personal data we hold about you, subject to certain exceptions. |
| The right of data rectification | You always have a right to ask for immediate correction of inaccurate or incomplete personal data. |
| The right of data erasure | You have the right to request that personal data be erased when it is no longer needed, where applicable law obliges us to delete the data or the processing of it is unlawful. You may also ask us to erase personal data where you have withdrawn your consent or objected to the data processing. However, this is not a general right to data erasure – there are exceptions. |
| The right to restrict data processing | You have the right to restrict the processing of your personal data in specific circumstances. Where that is the case, we may still store your information, but not use it further. |
| The right to data portability | You have the right to receive your personal data in a structured, machine-readable format for your own purposes, or to request us to share it with a third party. |
| The right to object to the data processing | You have the right to object at any time, for reasons arising from your particular situation, to the processing of your personal data, which is either based a legitimate interest. |
| The right to withdraw the consent | Where ABB has asked for your consent to process personal data The withdrawal of consent will not affect the lawfulness of processing based on consent before its withdrawal. |

Please note that the rights described above are not absolute, and that your request cannot always be met entirely. For example, sometimes we cannot delete or restrict the processing of your personal data as we may have legal obligations or contractual. You may request to enforce your data privacy rights at www.abb.com/privacy.

Contact and further information

If you want to access your personal data, make use of any of your other rights mentioned above or if you have any questions or concerns about how ABB processes your personal data, please contact our Group Data Protection Officer at privacy@abb.com, or submit your complaint at www.abb.com/privacy.

Should you not be satisfied with our response or believe we are processing your personal data against the law, you may also have the right to file a complaint with the Data Privacy Authority in your country of residence or work, or seek a remedy through the courts where you believe an infringement of data privacy laws may have taken place.