

Privacy Notice for the Knorr-Bremse Recruitment Process
Knorr-Bremse Systèmes Ferroviaires France

The protection of your personal data is important to us. Therefore, **Knorr-Bremse Systèmes Ferroviaires France** processes your personal data in accordance with the provisions of the EU General Data Protection Regulation (GDPR) and further applicable laws on data protection and data security.

This privacy notice details how we process the personal data that you provide to us as part of your application and how we handle your personal data during the recruitment process.

1. Data Controller

The data controller for the processing of your personal data is the Knorr-Bremse company named in the respective job posting. You can find the contact details for the relevant company in the following <https://rail.knorr-bremse.com/fr/fr/about-us/knorr-bremse-in-france/>

Contact details of the Data Protection Officer

Data Protection Officer
Knorr-Bremse Systèmes Ferroviaires France S.A.
9, route de Champigny – CS 10038 51430 Tinquieux
Email: dpo.kbfr@knorr-bremse.com

2. For which purposes and on what legal basis do we process your personal data?

We use your personal data solely for the recruitment process. Legal basis for the processing of your data is the decision on entering an employment relationship between you and **Knorr-Bremse Systèmes Ferroviaires France** in accordance with Art. 6 par. 1 lit. b GDPR.

In the following case, the legal basis for processing of your personal data is your consent in accordance with Art. 6 par. 1 lit. a GDPR:

We do collect special categories of personal data (information regarding racial or ethnic origin, political opinions, religious or philosophical beliefs, union membership, genetic or biometric data, health data or data regarding sex life or sexual orientation) only where we are legally required to do so. If you voluntarily provide us with special categories of personal data, you hereby explicitly agree to the processing of your personal data as described in this privacy notice.

3. Who are the recipients of your data?

Your application will be sighted by the HR department upon receipt. Adequate applications will be forwarded internally to the department manager for the respective job posting. Within the company only the persons involved in the recruitment process for the respective job posting will have access to your data.

Additionally, we use affiliate companies and external service providers (data processors) for the provision of our technical systems.

4. Is your data transferred to third countries?

We do not transfer your personal data to countries outside the European Union.

5. When is your personal data deleted?

Your **application** for a specific job opening and the associated personal data will be deleted two years after the end of the application process according to the recommendations of the CNIL.

6. Does Knorr-Bremse make decisions based solely on the automated processing of personal data (including profiling)?

Knorr-Bremse Systèmes Ferroviaires France does not rely solely on automated individual decision making (including profiling) as part of the recruitment process.

7. What are your rights?

Subject to the requirements stipulated by the GDPR, you have the following rights:

- access to your personal data,
- the rectification of incorrect or incomplete data,
- deletion of your personal data,
- restriction of the processing of your personal data,
- the right to receive your personal data in structured, commonly used and machine-readable format and the transfer of that the data to another controller,
- to object to the processing of your personal data.

Where we process your personal data based on your consent, you have the right to withdraw that consent at any time. The withdrawal of consent shall not affect the lawfulness of processing based on consent before its withdrawal.

Please note that without the provision of your personal data, your application cannot be processed.

8. Who can you contact, if you have any questions or would like to exercise your rights?

If you have any questions regarding your application, you can contact us at recrutement@knorr-bremse.fr at any time.

If you have questions regarding data protection or would like to exercise your rights as a data subject, please contact the Knorr-Bremse data protection organization via dpo.kbfr@knorr-bremse.com.

We take your requests very seriously and are committed to address any of your concerns. Nonetheless, you have the right to file a complaint with a competent data protection authority at any time.