

## CEVT JOB APPLICANT PRIVACY NOTICE

### 1. INTRODUCTION

China Euro Vehicle Technology AB, organization number 556922-7639, Theres Svenssons gata 7, 417 55 Göteborg, Västra Götalands län ("CEVT") collects and processes the information that the organization will need in order to perform along with the companies short respectively long-term goals ("Personal data"). This privacy notice ("Privacy Notice") sets out which Personal data that we collect and for which purposes it is processed, as well as your rights connected to the processing of your Personal data.

Throughout this Privacy Notice the term "processing" is used which covers all activities involving your Personal data, including collecting, handling, storing, sharing, accessing, using, transferring and disposing of information.

### 2. THE PERSONAL DATA CEVT WILL PROCESS ABOUT JOB APPLICANTS

Following table will provide necessary information regarding:

- Purpose of processing the Personal data
- Processing activity of the Personal data
- Categories of Personal data (including sensitive Personal data)
- Lawful basis for processing the Personal data
- For how long will CEVT keep your Personal data (retention period)

Purpose	Processing activity	Category	Lawful basis	Retention period including reasoning
To perform an evaluation of your candidacy	*Evaluate candidate competence, experience, education, skills, references	* Name * Address * Contact details (e-mail, phone number) * Personnel-ID * Educational information * Experience information * Skills * References *Salary expectations * Other Personal data the applicant may provide (including photo and "special categories of Personal data" (sensitive data))	Consent given by the individual	Two years in order to support your legal rights in the recruitment process

Purpose	Processing activity	Category	Lawful basis	Retention period including reasoning
To keep your application for future job opportunities at CEVT	*To match future job opportunities at CEVT to application material given by job applicant	* Name * Address * Contact details (e-mail, phone number) * Personnel-ID * Educational information * Experience information * Skills * References *Salary expectations * Other Personal data the applicant may provide (including photo and “special categories of Personal data” (sensitive data))	Consent given by the individual	Two years in order to match future job opportunities at CEVT
Purpose	Processing activity	Category	Lawful basis	Retention period including reasoning
To incorporate your Personal data to your personnel file if application is successful	*To create a personnel profile at CEVT for the term of the employment/assignment	* Name * Address * Contact details (e-mail, phone number) * Personnel-ID * Educational information * Experience information * Skills * References *Salary expectations * Other Personal data the applicant may provide (including photo and “special categories of Personal data” (sensitive data))	Legitimate interest of CEVT to fulfil their obligations with a new employee	For the duration of the employment/assignment

Purpose	Processing activity	Category	Lawful basis	Retention period including reasoning
Use incoming applications to be able to report to appropriate authority in case of legal claim	*To retain incoming application in case of a claim arising out of the recruitment process	<ul style="list-style-type: none"> <li>* Name</li> <li>* Address</li> <li>* Contact details (e-mail, phone number)</li> <li>* Personnel-ID</li> <li>* Educational information</li> <li>* Experience information</li> <li>* Skills</li> <li>* References</li> <li>* Salary expectations</li> <li>* Other Personal data the applicant may provide (including photo and “special categories of Personal data” (sensitive data))</li> </ul>	Legal obligation	Two years in order to support your legal rights in the recruitment process
Purpose	Processing activity	Category	Lawful basis	Retention period including reasoning
Use incoming applications to be able to perform statistical reports	*Anonymize incoming applications in order to perform statistical reports based on age, sex, geographical location, specific skills	<ul style="list-style-type: none"> <li>* Region</li> <li>* Gender</li> <li>* Age</li> <li>* Geographical location</li> <li>* Skills</li> </ul>	Legitimate interest of CEVT to generate statistics	Until Personal data have been anonymized for statistical reports (no longer than two years)
Purpose	Processing activity	Category	Lawful basis	Retention period including reasoning
Data subject rights request process according to GDPR	* All processing activities needed to process the requested data subject right (erasure, portability, rectification, access, restrict processing, object, revoke consent and human intervention)	* All categories of personal data hold by CEVT can be processed (depends on the right that the data subject wants to exercise)	Legal Obligation by GDPR	10 years due to liability reasons

Purpose	Processing activity	Category	Lawful basis	Retention period including reasoning
Data breach process according to GDPR	* Breach management, future breach prevention, risk assessment, breach documentation and communication to supervisory authority, processors, controllers and data subjects	* Name * Email address	Legal Obligation by GDPR	10 years due to liability reasons

**Explanation to the legal grounds listed above**

**Legal obligation.** Example, CEVT may be obliged by law to report transactions to a tax authority requiring CEVT to process your Personal data.

**Contractual obligation.** Example, CEVT may be required to process your Personal data to fulfill the terms and agreements of a contract signed by you.

**Legitimate interests.** Example, CEVT's legitimate interests include the interest to manage the application in a correct manner prior into entering a contract with you, or to perform statistical reports.

**Consent.** Example, in exceptional cases CEVT may ask separately for your consent to process your Personal data for certain purposes. If consent is collected, you are always entitled to withdraw your consent, which will however not affect the lawfulness of the processing based on consent before its withdrawal.

There may be vacancies in which the Personal data that you will need to provide to us in the context of your recruitment is considered **sensitive Personal data** under the data protection laws of some countries. Those laws define sensitive Personal data to entail Personal data from which we can determine or infer an individual's racial or ethnic origin, political opinions, religious beliefs or other beliefs of a similar nature, membership of a trade union, physical or mental health or condition, sexual life, or judicial data. Note that in the recruitment process for certain vacancies, the collection of such Personal data may be essential for our evaluation and we will therefore ask you to consent explicitly.

**3. REVOCATION OF CONSENT**

You may, at any time, revoke consents that you have given to CEVT pertaining to any such processing of Personal data which is based on your consent.

You may revoke your consent by contacting CEVT on the contact details set forth below and state for which of the abovementioned purposes you wish to revoke your consent. CEVT will cease to process your Personal data relating to the purposes for which your consent has been revoked and you will receive verification by CEVT that your Personal data no longer will be processed for that purpose. You acknowledge that you, upon revocation of your consent, may in certain situations be entitled to require erasure of your Personal data related to the purpose for which you have revoked your consent.

## **4. YOUR RIGHTS**

You have the right to exercise your rights as a Data subject. Such request should be lodged to the data protection officer at CEVT (see contact details below).

### *4.1.1. Right to access*

You are entitled to obtain a confirmation from CEVT as to whether your Personal data are being processed by CEVT and, if so, access to the Personal data and the following information:

- i) the purposes of the processing;
- ii) the categories of Personal data processed;
- iii) the recipients of Personal data (in particular in countries outside EU/EEA);
- iv) the envisaged time during which the Personal data will be processed;
- v) information about the rights stated herein;
- vi) information about the source from which the Personal data are collected; and
- vii) the existence of automated decision-making, including profiling.

Moreover, you are upon your request entitled to receive a copy of your Personal data in a commonly used electronic format.

### *4.1.2. Right of rectification*

CEVT will take steps in accordance with the applicable legislation to keep your Personal data accurate, complete and up-to-date. If you identify that any Personal data related to you is inadequate, incomplete or incorrect, you are entitled to have the Personal data corrected.

### *4.1.3. Right to objection*

If the processing of your Personal data is based on a balancing of interests and you deem that your integrity interest overrides CEVT's legitimate interest to process your Personal data, you may, on grounds related to your particular situation, object to the processing by contacting CEVT on the contact details in section 6 below, in which case CEVT must have a compelling reason in order to continue to process the Personal data for the relevant purpose.

### *4.1.4. Right to erasure*

Under certain circumstances, such as when you have revoked you previously given consent and there is no other legal ground available for CEVT to process your Personal data, you may request to have your Personal data erased.

### *4.1.5. Right to restriction*

You are under certain circumstances entitled to restrict the processing of your Personal data to only comprise storage of the Personal data, e.g. during the time when CEVT assesses whether you are entitled to have Personal data erased in accordance with section 4.1.4 above.

### *4.1.6. Right to data portability*

When Personal data is processed on the basis of your consent or on the basis that the processing is necessary in order to perform under a contract with you, and provided that the Personal data have been provided by you, you are entitled to receive a copy of your Personal data in a common machine-readable format.

#### 4.2. COMPLAINTS TO THE SUPERVISORY AUTHORITY

You are welcome to contact us with any enquiries and complaints that you may have regarding the processing of your Personal data. However, you also have the right to lodge complaints pertaining to the processing of your Personal data to the Swedish Data Protection Authority (*Sw. Datainspektionen*).

#### 5. CONTACT US

If you have any questions or concerns regarding the processing of your Personal data, please contact CEVT on the contact details set forth below.

The data controller for Personal data is **China-Euro Vehicle Technology Aktiebolag, Organization number 556922-7639.**

Adress: THERES SVENSSONS GATA 7, 417 55 Göteborg, Västra Götalands län

Telephone: +46 (0)31 309 75 70

Email: [info@cevt.se](mailto:info@cevt.se)

CEVT's Data Protection Officer (DPO) can be contacted on E-mail: [dpo@cevt.se](mailto:dpo@cevt.se)