



Aptiv Applicant Privacy Notice (China) Aptiv 申请者隐私声明（中国）

I. Introduction介绍

We are delighted that you are considering a position with APTIV (China) Holding Company Limited, its affiliates, and related entities in China (collectively “**Company**”, “**we**”, “**us**” or “**our**”). We are committed to protecting the privacy of anyone who applies for employment with us. This Applicant Privacy Notice (China) (“**Notice**”) applies to applicants in China seeking employment with us and explains what Personal Data we collect, why we collect this information and how we use and protect it in our recruitment process.

我们很高兴您正考虑申请安波福（中国）投资有限公司及其中国境内的子公司和相关实体（统称为“**公司**”、“**我们**”或“**我们的**”）的职位。我们致力于保护每位申请者的个人隐私。该《申请者隐私声明（中国）》（“**声明**”）适用于我们在中国境内的职位申请者，并解释了我们将收集哪些个人数据、为什么收集这些信息，以及我们在招聘过程中如何使用和保护这些信息。

II. What types of Personal Data do we process?我们处理哪些个人数据？

"Personal Data" means "Personal Information" as defined under applicable Chinese law. Personal Data is any electronic or otherwise recorded information related to identified or identifiable natural persons, excluding anonymized data.

“个人数据”是指适用的中国法律所定义的“个人信息”。个人数据是以电子或者其他方式记录的与已识别或者可识别的自然人有关的各种信息，不包括匿名化处理后的信息。

The following categories of Personal Data are collected and processed in connection with your application:

以下类别的个人数据收集和处理与您的申请有关：

Type of Personal Data 个人数据种类	Examples 示例
Identification data 身份信息	Name, age, date of birth, gender, ethnicity, and nationality 姓名、年龄、出生日期、性别、民族和国籍
Contact details 联系方式	Address, email address, phone number, and emergency contact information 地址、电子邮件地址、电话号码和紧急联系人信息
National identifiers 国籍识别符	ID number and passport 身份证号和护照
Employment and job-related data 就业和工作相关信息	Educational background, employment history, languages and any other information included in your resume or job application form, interview notes, criminal record information, background check results, and references from previous employers or other third parties named by you

	教育背景、工作经历、外语掌握程度及其它在您的求职申请表及个人履历中提及的信息，面试笔记， 犯罪记录信息、背景核实结果 ，前任雇主或您提供的其它第三方的证明人
Family data 家庭信息	Family relationship, and marital status 家庭关系和婚姻状况
Financial information 财务信息	Bank account details 银行账户详细信息
Other information 其它信息	Hobbies and interests, and health information 兴趣爱好、健康信息

Sensitive Personal Data

敏感个人数据

Under applicable Chinese law, some types of Personal Data that we collect from you, as necessary, may be considered sensitive Personal Data in China, such as bank account information, ID number, and health information. We restrict our process to the purposes described above and will take strict protection measures.

根据适用的中国法律，我们会根据需要从您那里收集某些类型的个人数据，例如银行账户信息、身份证号码和健康信息，这些信息在中国可能被视为敏感个人数据。我们的处理仅限于上述目的，并将采取严格的保护措施。

III. Why do we process your Personal Data? 我们为什么处理您的个人数据？

We collect your Personal Data for the following reasons:

我们收集您的个人数据的原因如下：

- To identify you personally;
识别您的身份；
- To establish emergency contacts and responding to emergencies;
确定紧急联系人，以应对突发情况；
- Communicate with you and to inform you of current status of your application and future opportunities;
与您沟通，并告知您申请的当前状态和未来机会；
- Recruitment, selection, evaluation and appointment of job candidates and improve our recruitment process;
招聘、选拔、评估和任命求职者，并改进我们的招聘程序；
- General human resources administration and management;
一般人力资源行政管理；
- Application analysis such as verification of your employment reference(s) that you have provided, background checks and related assessments;
申请分析，如核实您提供的就业参考资料、背景调查和相关评估；
- Compliance with corporate governance and legal requirements (for example, to monitor diversity requirements)
遵守公司治理和法律要求（例如，监测多样性的要求）

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IV. Where do we collect your Personal Data from?我们从何处搜集您的个人数据？

We mainly collect Personal Data directly from you during recruitment (e.g., the information in the application form that you are asked to fill in during the recruitment process, or in interviews).

我们主要在招聘过程中直接收集您的个人数据（例如，在招聘过程中或在面试中要求您在申请表所填写的信息）。

Some of your information may be provided to us by third parties, for example, when you submit your application through our WeChat official account, or through recruitment platforms, such as Liepin and 51Job.

您的一些信息可能由第三方提供给我们，例如，当您通过我们的微信公众号或者通过招聘平台（例如猎聘和前程无忧）提交您的求职申请时。

V. How long do we store and protect your Personal Data?我们会存储和保护您的个人数据多久？

We retain your Personal Data as long as it is necessary to fulfill the specific purposes, as explained under the section “Why do we process your Personal Data”, unless otherwise required by applicable Chinese laws.

我们仅在实现“我们为什么处理您的个人数据”一节所列特定目的所需的时间内存储您的个人数据，除非适用的中国法律另有规定。

We take seriously our responsibility to keep information you provide to us as part of the application process secure and confidential. We maintain (and require our service providers to maintain) appropriate technical and organizational measures that allow us to protect the security and confidentiality of your Personal Data. Our data processing policies and processes help ensure that different types and forms of Personal Data submitted by you are transferred, processed, and stored with the proper safeguards in place.

我们将认真履行我们的责任，保证您在申请过程中提供给我们的信息的安全性和保密性。我们会采取（并要求我们的服务提供商采取）适当的技术和组织措施，使我们能够保护您个人数据的安全性和保密性。我们的数据处理政策和流程将协助确保您提供的不同类型和形式的个人数据在传输、处理和存储时得到相应的保障。

VI. Your responsibilities您的责任

You are responsible for the information that you provide to us and for ensuring that it is honest, truthful, accurate, and not misleading in any way. If you provide information concerning other persons such as individuals providing references on your behalf, you are responsible for providing any notices and collecting their consent before you provide their personal information to us.

您对您提供给我们的信息负责，并确保这些信息真实、准确、没有任何误导。如果您提供有关其他人的信息，如代表您提供推荐信的个人，您有责任在向我们提供他们的个人数据之前进行告知并取得他们的同意。

VII. When do we share your Personal Data with third parties?我们何时与第三方分享您的个人数据？

We will share your Personal Data within our Group Companies in connection with our recruitment process, where necessary for the purposes described above. For instance,



your application information may be shared with relevant Group Companies in order to evaluate your qualification.

出于上文所述目的，在必要时，我们将在集团公司内分享您与招聘程序有关的个人数据。例如，您的求职信息可能会被分享给有关的集团公司，以评估您的资质。

We may also share your Personal Data with third parties. The purpose of sharing your Personal Data with third parties includes: delivering or supporting a system, service or process; legislative, regulatory or statutory purposes. This will include transferring and sharing your data with third parties, such as service providers (e.g. Workday).

我们也会与第三方分享您的个人数据。与第三方共享您个人数据的目的包括：提供或支持一项系统、服务或流程；或是为了立法、监管或法定目的。我们会将您的数据传输和共享给第三方，例如一些服务提供商（如Workday）。

Depending on the circumstance, the third party may process your data on our behalf (i.e. as entrusted parties, for example, IT Software Services), or the third party may determine the purpose and means of processing your data (i.e. as a personal information processing entity, for example, your bank).

视具体情形，第三方可以代表我们处理您的数据（即作为受托方，例如一些信息技术软件服务），或者决定数据处理的目的和方式（即作为个人信息处理者，例如您使用的银行）。

Our third party service providers are required to take appropriate technical and organisational measures to protect your Personal Data based on the associate risks, and are subject to a duty of confidentiality. We require third parties to respect the security of your Personal Data and to treat it in accordance with applicable law.

我们要求第三方服务供应商根据相关风险采取适当的技术和组织措施来保护您的个人数据，并承担保密义务。我们还要求第三方尊重您的个人数据安全，并按照适用的法律来处理您的个人数据。

VIII. International transfer of your Personal Data您的个人数据的跨境传输

Aptiv operates globally. In order to perform general business management and operations, carry out HR management, and fulfil legal obligations, and for other lawful purposes, we may transfer Personal Data collected from you in China to relevant parties located outside of China (e.g., the U.S.), including our Group Companies, service providers, contractors, distributors, business partners and agents. When your Personal Data is transferred outside of China, we will ensure that the transfer complies with applicable Chinese law and will implement appropriate and necessary measures to protect your Personal Data.

安波福在全球范围内开展业务。为了进行业务管理和运营、开展人力资源管理、履行法律义务以及其他合法目的，我们可能将从中国境内收集的您的个人数据传输至位于中国境外（如美国）的相关方，包括我们的集团公司、服务提供商、承包商、经销商、商业伙伴和代理商。当您的个人数据被传输至中国境外时，我们将确保该跨境传输符合适用的中国法律，并将采取适当和必要的措施保护您的个人数据。



IX. Rights 权利

With respect to the Personal Data processed by the Company, you enjoy relevant rights as permitted under applicable Chinese laws, including for example:

对于本公司所处理的个人数据，您将享有适用的中国法律所允许的相关权利，例如：

- The right to be informed about the processing of your Personal Data;
对处理您个人数据的知情权；
- Right to access your Personal Data that the Company collects and uses;
访问公司收集和使用的您的个人数据的权利；
- The right to restrict and object to processing of your Personal Data;
限制或反对处理您个人数据的权利；
- Right to request the Company to transfer your Personal Data to a designated Personal Data processing entity if such a transfer satisfies conditions required by applicable Chinese laws;
您有权要求公司将您的个人数据传输给指定的个人数据处理实体，如果此类转移符合适用的中国法律所要求的条件；
- Right to correct or supplement your Personal Data if you find that your Personal Data is inaccurate or incomplete;
如果您发现您的个人数据不准确或不完整，有权更正或补充您的个人数据；
- Under the following circumstances, if the Company fails to delete your Personal Data, you have the right to request us to delete your Personal Data:
在以下情况下，如果公司未能删除您的个人数据，您有权要求我们删除您的个人数据：
 - The purpose of processing has been achieved, is impossible to be achieved, or it is no longer necessary to achieve the purpose of processing;
数据处理目的已经实现、不可能实现或不再需要实现；
 - the retention period ends;
数据存储期限届满；
 - You have withdrawn consent, if the Company relies on your consent to process your Personal Data;
如果公司依据您的同意处理您的个人数据，但您已撤回同意；
 - The Company processes your Personal Data in violation of laws or administrative regulations.
公司违反法律或行政法规处理您的个人数据。

To exercise these rights, please contact privacy@aptiv.com for further information, or you may exercise your rights directly via our online form [here](#).

如需行使这些权利，请联系privacy@aptiv.com获取更多信息，或者您也可以直接通过我们[此处](#)的网页表格表行使您的权利。



X. Updates to this Notice声明的更新

This Notice is updated on an as-needed basis. You can find out when this Notice was last amended by checking the “Last Updated” data at the bottom of this document. If you have any question with regard to this notice, please contact: privacy@aptiv.com.

本声明将根据需要进行更新。通过查看本文件顶部的“上次更新”数据，您可以了解本声明上次修订的时间。如果您对本声明有任何疑问，请联系：privacy@aptiv.com。

XI. Contact details联系方式

If you are concerned about the way we process your Personal Data, please contact privacy@aptiv.com.

如果您对我们处理您个人数据的方式存在疑虑，请联系：privacy@aptiv.com。

Last Updated: October 2023

最後更新時間：2023 年 10 月