



Applicant Privacy Notice

NOTICE

Aptiv as a data controller is committed to protecting the privacy and security of your personal data. Aptiv Services US (“Aptiv”), a public company incorporated in Ireland with a registered office address at Aptiv, 5 Hanover Quay, Dublin 2, Ireland, D02VY79. This privacy statement applies when you visit our Careers page www.jobs.aptiv.com for recruitment and applications.

PURPOSE

Aptiv will process your personal data for the purpose of receiving and assessing your application and assessing your suitability for the role(s) for which you have applied.

LAWFUL BASIS

Aptiv will process your personal data based on the lawful bases of performing a contract, or to take steps at your request before entering a contract (Art. 6 (1)(b) GDPR), to comply with any legal obligations we may have in different countries (Art. 6(1)(c) GDPR), and based on legitimate interests that Aptiv may have during the application and recruitment process (Art.6(1)(f) GDPR).

Furthermore if your personal information includes special category of data (as listed in the GDPR (e.g. data that we may require to comply with equality legislation)) this will be processed in relation to employment obligations and safeguarding of your fundamental rights (Art. 9(2)(b) of the GDPR).

RETENTION PERIOD

Aptiv will keep your data for a specified and limited time, taking into account the purpose of processing and legitimate interests (i.e. the amount of time that applications/recruitment management requires), and any legal obligation that Aptiv may be required to adhere to. Retention timeframes may also vary, depending on whether the application is successful or unsuccessful.

Retention Schedule

The retention schedule is given below:

Region	Retention Period since Application Date
Americas: United States, Brazil, Mexico, Honduras	2 years
India	1 year
Remaining APAC: China, Japan, Singapore, Korea, Malaysia	3 years
EMEA: Ireland, United Kingdom, Poland, Germany, Sweden, Romania, France, Italy, Spain, Portugal, Austria, Hungary, North Macedonia, Serbia, Turkey, Tunisia, Morocco	18 months



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SHARING YOUR PERSONAL DATA

Your application will be processed by the appropriate Aptiv Legal Entity involved in the application/recruitment process.

In order to process your personal data for recruitment purposes, Aptiv may also collaborate with, or require the support of, trusted third parties or service providers. They will only process your personal data on our instructions and are subject to a duty of confidentiality. We require third parties to respect the security of your data and to treat it in accordance with the law. The third parties/service providers are as follows:

Workday; Talent Brew; Sterling; Tupu; Broadbean.

We may require to transfer your personal data outside the European Economic Area (EEA). We will always take steps to ensure that any transfer of your information outside of the EEA is carefully managed and secured to protect your privacy rights. Where required, we have put in place appropriate safeguards with our group companies and third parties/service providers to ensure that transfers of personal information outside the EEA are adequately protected (e.g. intercompany transfer agreements designed to provide an adequate level of data protection; EU Standard Contractual Clauses in accordance with Article 46(2) of the EU General Data Protection Regulation; any other compliance vehicle approved by the EU-Commission).

YOUR RIGHTS

Under certain circumstances, by law you may exercise the following:

- **Right to be informed and right of access:** You can request information at any time as to how and which personal data concerning you will be used by us, for what purposes the data will be processed, where the data originated from, to which recipients the data may be transferred and how long such data will be stored by us.
- **Right to rectification:** If you find that personal data concerning you are inaccurate; you may request rectification of such data at any time. If, in your opinion, the data is incomplete, you may also request that it be supplemented.
- **Right to erasure:** If you are of the opinion that the use of your personal data is no longer necessary or takes place without sufficient legal basis or is unlawful for other reasons, you can request the deletion of this data.
- **Right to restrict processing:** Instead of deleting data, you can also request a restriction on the use of data if it is used improperly. In particular, you can also demand such a restriction on the use of data if you dispute the accuracy of the data or have raised an objection to the use of the data.
- **Right to object:** If particular circumstances give you reasons which make the use of your personal data inadmissible, you can object to such use of data.
- **Right to revoke:** If data is processed on the basis of consent, you have the right to revoke your consent at any time.
- **Rights to complain to a regulatory authority:** If you believe that your rights in relation to personal data concerning you have been violated, you have the right to submit a complaint to a regulatory authority. In particular, you may contact the regulatory authority responsible for your location, your workplace or the place of suspected violation.
 - If you have concerns that Aptiv does not address, you also have the right to file complaints with the Data Protection authorities for your country.
- **Rights related to automated decision-making and profiling:**



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- Your data will not be subject to automated decision-making or profiling
- **Right to data portability:** in some circumstances, to obtain and reuse your personal data across different services.

If you wish to exercise your rights, please submit a Privacy Information Request via the form using the following link:

<https://www.aptiv.com/contact-us/data-subject-request>

Contact

If you have questions, requests, or complaints about how your personal data is used, you can contact Aptiv at the link below:

<https://www.aptiv.com/contact-us>