

EEA/Europe Candidate Privacy Notice

[Back to Trimble Privacy Center](#)

1. Who is responsible for the processing of your personal information?

The relevant Trimble recruiting legal entity (hereinafter referred to as "we" or "us") in the European Economic Area, the United Kingdom, Switzerland and Ukraine is the data controller within the meaning of the EU General Data Protection Regulation ("GDPR") and similar acts in the remainder of the area. Please ask privacy@trimble.com to find out more.

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

We process personal data about you for the purpose of evaluating your application for employment and to make our hiring decision. Your personal data will be processed for purposes of legal compliance and defense against legal claims. The legal basis for the first is Art. 6 (1) (b) GDPR for the first and Art. 6 (1) (f) GDPR for the second and similar regulations in the remainder of Europe.

Personal data of successful applicants will be used in the process of establishing the employment relationship, including, where applicable and required, consulting with employee representations. Our practices in relation to your personal data in the course of the employment relationship are described in a separate privacy notice that will be handed out with the employment agreement.

3. What categories of personal data do we process?

We process data relating to your application. This may be general data about you (such as name, address and contact details), details about your professional qualifications and school education or details about your professional development or other details that are transferred by you directly or through service providers in relation to your application (including results of assessments conducted within the recruiting process as well as results from reference checks or security checks).

We may also process work-related information that has been made publicly available, such as for example a profile on professional social media networks.

4. From which sources does personal data originate, if we do not collect it from you?

If you have an active professional profile on a job platform, or disclose to us, in the context of the application process, an inactive or partially active profile in a professional social media network, we may collect personal data from it and not directly from you. We also collect personal data when conducting reference or security checks, where necessary, and within the boundaries of applicable law.

5. Which categories of data recipients are there?

We share your personal data for evaluating your application with companies of our group, if this is permissible within the context of the purposes and legal bases described under section 2 above. Personal data is also processed on our behalf on the basis of contracts in accordance with Art. 28 GDPR, in particular with Trimble Inc. and the provider of our global hiring solutions, who are based in the US, to manage our global talent acquisition process.

6. Is data transfer to a third country intended?

We only transmit data to service providers or companies associated with us in a third country if the European Commission has determined that the third country has an adequate level of data protection or other sufficient data protection guarantees (e.g. binding corporate data protection rules or EU model contractual clauses or recipients are certified under the EU-U.S. and EU Swiss Data Privacy Framework and its UK extension) are in place. Information about the data protection guarantees and how and where to obtain a copy of them, is available on **request**.

7. For how long is your data stored?

We store your personal data for as long as is necessary to make a decision about your application. If no employment relationship is concluded between you and us, we may also continue to store data, if this is necessary for the defense of any legal claims. Applications for specific positions and the data generated in the evaluation

process is deleted six months after notification of the rejection decision, unless a longer storage period is required because of legal disputes. If you consent and upload your profile in our candidate pool, we will keep your personal data for two years. You can withdraw your consent at any time and delete your data using the tools of our talent acquisition platform.

8. What rights do you have?

As an applicant you have the following data protection rights, depending on your particular situation. In order to exercise these rights you can **contact us**.

You may write to the above-mentioned address to request information concerning the data stored about you. Under certain circumstances, you may also request the correction or deletion of your data. You also have the right to restrict the processing of your data, revoke your consent as well as the right to have data which you have provided published in a structured, commonly-used and machine-readable format.

Right to Object

You have the right to object to the processing of your personal data without giving reasons. When we process your data for the safeguarding of legitimate interests, you may object to this processing on grounds relating to your particular situation. In that case we shall no longer process your personal data, unless we can demonstrate compelling legitimate grounds for the processing which override your interests, rights and freedoms or for the establishment, exercise or defense of legal claims.

You may also contact the responsible data protection supervisory authority with a complaint.

You can also exercise a number of these rights directly online within our global hiring solutions.

9. Requirement to provide personal data

The provision of personal data is neither legally nor contractually required, nor are you otherwise obliged to provide the personal data. However, the provision of

personal data for the conclusion of an employment contract with us is necessary. This means that if you do not provide us with any personal data in an application, we cannot evaluate your application.

10. No automated decision-making

We use support systems automatically scoring how your application matches with our job description. There is no fully automated individual decision-making within the meaning of Art. 22 GDPR. This means that the decision about your application is not based solely on automated processing and the score is subject to human review.

11. Background check

If Trimble makes an offer to you, we will ask a service provider to work with you to conduct a background check. We will inform the relevant candidate at that time about the data that will be processed.