

English Version below.

备注：请阅读隐私声明并同意使用条款，以便继续您的申请。

隐私声明

个人数据的使用

我们特此告知您关于您的个人数据的处理以及您根据数据保护法享有的权利。

由于我们网站的变更或法律要求的变更，我们的隐私政策可能需要进行更改。我们保留随时进行此类更改的权利。

负责处理您的个人数据的处理者是您申请特定职位的法人体。

您申请中包含的个人数据可能会被上述法人体及其关联公司、分支机构和子公司（以下简称“Sika”）在其他国家使用，目的是为了提供技术支持以促进招聘流程，或者如果您已经明确同意，也可能会考虑将您的申请用于其他合适的职位。在一些国家，数据保护标准可能与您所在国家的标准不同。但是，您的个人数据将始终受到适当的技术和组织措施的保护，并且处理将按照本隐私声明和适用的数据保护法进行。您的个人数据将由 Smart Recruiters 代表 Sika 进行托管和存储。Smart Recruiters 有义务满足高安全标准以保护您的信息。

当我们将个人数据转移给境外的服务提供商时，只有在第三国具有足够的数据保护水平或已经采取其他适当的数据保护措施时，转移才会进行。

处理的个人数据类别包括：

- 您的联系信息（例如名字、姓氏、居住国、电话号码、电子邮件地址）
- 您的职业背景数据（例如简历、资格和学历、工作经验）
- 关于您个人情况的信息（例如求职信、职业兴趣），这可能还包括特殊类别的个人数据（例如种族） - 只有在法律要求或您决定与我们共享这些数据时才会使用。

当您提供个人数据时，我们会收集和存储这些数据，方式包括：

- 在我们的求职门户上注册
- 创建和更新您的候选人资料
- 使用您的数据申请工作
- 被加入我们的人才库
- 通过电子邮件或邮寄方式发送数据给我们

- 在求职展会或其他活动中提供数据给我们

当您提交申请时，我们将收集相关的个人数据，以评估您在 Sika 内可能的就业机会的适用性。Sika 保留确认参考和验证教育背景的权利。您确认您的申请中包含的个人数据是真实准确的，不含任何误导性陈述或遗漏。

您的个人数据可能会被用于招聘目的、与招聘相关的营销目的（只要您的同意仍然有效）、人事管理、管理和/或统计（支持优化招聘流程）以及法律和监管目的，除非您与 Sika 之间另有明确约定。注册在门户上或提交申请时处理您的个人数据的法律依据是您自愿给出的同意。

其他个人数据处理

如果数据处理是为了保护负责人或第三方的合法利益而必要的，并且数据主体的利益、基本权利和自由不超过前述利益，我们的优先合法利益将作为处理的法律依据。例如，这适用于任何涉及犯罪调查的情况。如有必要，我们将根据法律要求另行通知您我们的合法利益。

此外，我们可能根据法律要求检查您的信息，以确保资金或其他经济资源不被用于恐怖主义目的。

信息的保留和管理

如果您的申请成功，并且您被邀请参加与 Sika 的面试或评估，您的信息将被保留，并且 Sika 也可能将您的个人数据用于人事管理目的。就启动或执行合同关系或与执行前合同措施相关联而提供个人数据而言，处理的法律依据是我们与合同的签订或履行相关的重大合法利益。如果必要且在法律允许的范围内，我们将处理您的数据以实现原始合同目的以外的其他目的，以履行法律义务。

如果您的申请不成功，Sika 可能会保留您的申请和其中包含的个人数据，一般情况下长达二十四（24）个月，除非当地法规另有规定。Sika 保留参考申请中包含的个人数据并根据您的明确同意联系您，为 Sika 内的另一个合适职位，但前提是您的申请是针对特定职位提交的，不会自动考虑用于其他职位机会。请单独申请您可能感兴趣的其他职位。

如果您的个人数据保存在人才库中，您的数据将根据上述相关数据保护政策进行删除，但若您在十二个月内未更新或使用您的个人资料，我们将发送电子邮件请求您更新数据。如果您未能更新数据或积极确认数据是否仍然是最新的，我们将根据我们的定期删除计划将您从人才库中删除并删除您的个人数据。

您的权利和删除您的个人数据

如果您对使用您的个人数据有任何疑问，或者如果您希望反对 Sika 的数据处理，根据当地适用的数据保护法律和法规，请联系 privacy@ch.sika.com，或在我们的 Sika 网站上使用“行使您的隐私权利”网络表格。如果您认为我们对您的个人数据的处理违反了当地的数据保护要求，您可能有权请求：访问您的个人数据、纠正您的个人数据、删除您的个人数据、限制处理您的个人数据、数据可携带性以及反对处理您的个人数据。如果您已经声明同意进行任何个人数据处理活动，则可以随时撤销此同意，并具有将来效力。您还有权向监管机构投诉，特别是在您居住或工作的成员国，或者发生怀疑侵犯事件的成员国，无论是否存在其他行政或司法救济措施。

您可以随时在注册后的职业门户中访问并更新您提供的数据。如果您发现我们存储的个人数据有误或过时，您有权在职业门户中直接进行验证和更正。您有责任确保此数据是真实且正确的。

您可以随时通过您的候选人资料撤销您的申请，以及在注册后删除您的资料。请注意，任何活动的申请将自动撤回。您的资料及其中的所有个人数据将立即被阻止并按照我们的定期删除计划删除。

如何联系我们

如果您对本隐私声明有任何疑问或问题，请联系您申请的 Sika 法人实体或我们的数据保护官 privacy@ch.sika.com。

使用条款

通过在职业门户注册或申请特定职位，您表示有意愿为我们或 Sika 集团内的公司工作，并同意根据此处描述的目的收集、处理和使用提供的信息。注册到门户或提交申请时处理您的个人数据的法律依据是您给出的同意。您可以决定是否要申请除您的具体申请外的其他空缺，并向业务部门提供这些目的的个人数据。您可以随时撤回您的同意。请注意，撤回仅适用于将来。撤销之前进行的处理不受影响。

如果我们希望处理您的个人数据用于上述隐私声明中未提及的目的，我们将事先通知您。

如果您希望收到有关新工作机会的自动通知，您可以在创建候选人资料时或随时在“选项”和“职位通知”选项卡下指定此项。您可以创建详细的搜索配置文件，并在您选择的时间内通过电子邮件通知。如果您不希望将来收到此类电子邮件，您随时可以停用职位通知。如果您已删除您的资料，您将不再收到职位通知。

申请中包含的个人数据将通过互联网传输。互联网对所有人开放，不能保证此类传输的安全性。除了强制性的法律规定外，Sika 和 Smart Recruiters 不对因互联网信息传输出现的任何错误、延迟或失败而导致的任何损害、损失或损害负责。

通过点击“我同意”按钮并注册您的申请，您同意这些使用条款，并根据上述隐私声明处理您在申请中提供的个人数据。通过点击“我同意”按钮，您还确认您申请中提供的个人数据是真实准确的，并且不包含任何误导性陈述或遗漏。

如果您申请的 Sika 法人位于您的原籍国之外的第三国，或任何其他正当理由(包括服务器/数据库在第三国，或者您申请的职位的任何上级在第三国等)，您的个人数据应被转移到第三国，通过点击“我同意”按钮，您也同意在处理您的申请所需的范围内将您的个人数据转移到该第三国。

Note: Please, read the privacy notice and agree to the terms of use in order to proceed with your application.

Privacy Notice

Use of personal data

We hereby inform you about the processing of your personal data and the rights you are entitled under data protection law.

Changes to our privacy policy may become necessary due to changes to our website or due to changes in legal requirements. We reserve the right to make such changes at any time.

The controller responsible for processing of your personal data is the legal entity at which you applied for the specific position.

Personal data contained in your application may be used by above mentioned legal entity and its affiliates, branches, and subsidiaries (hereinafter referred to as "Sika") in other countries, for the purpose of providing technical support to enable recruitment process or if you have given your specific consent, also for considering your application for other suitable positions. In some countries the standards for data protection may be different from the standards of data protection of your home country. Your personal data, however, will at any time be protected with appropriate technical and organizational measures and processing is performed in accordance with this Privacy Notice and with applicable data protection law. Your personal data will be hosted and stored on behalf of Sika by Smart Recruiters. Smart Recruiters is obliged to meet high security standards to protect your Information.

When we transfer personal data to service providers outside of country of origin, the transfer will only take place if the third country has an adequate level of data protection or if other appropriate data protection safeguards are in place.

The categories of personal data processed include

- Your contact information (such as first name, last name, country of residence, telephone number, e-mail address)
- Data on your professional background (for example, cv, qualifications and degrees, work experience)
- Information regarding your personal circumstances (for example, cover letter, career interests), which may also include special categories of personal data (for example, ethnicity) – only if this is legally required or if you decide to share these data with us.

We collect and store your personal data when you provide it to us by:

- registering on our career portal
- creating and updating your candidate profile
- applying for a job with your data
- being added to our talent pool
- sending us your data by e-mail or post
- providing us with your data at a career fair or other event

When you submit your application, we will collect the relevant personal data to assess your suitability for possible employment opportunities within Sika. Sika reserves the right to confirm references and verify educational background. You confirm that personal data contained in your application is true and accurate and does not contain any misleading statements or omissions.

Your personal data may be held, processed, disclosed and retained for recruitment purposes, marketing purposes related to recruitment (so long as your consent is valid), personnel administration, management and/or statistics (to support the optimization of recruitment process) as well as for legal and regulatory purposes, unless expressly agreed otherwise between you and Sika. The legal basis for the processing of your personal data when registering on the portal or submitting your application is your voluntarily given consent.

Other processing of your personal data

Should the data processing be necessary to protect a legitimate interest of the person responsible or of a third party and should the interests, fundamental rights and freedoms of the data subject not outweigh the former interest, our overriding legitimate interest shall serve as the legal basis for the processing. For instance, this applies to any investigations concerning criminal offences. If necessary, we shall inform you separately by stating our legitimate interest, insofar as this is required by law.

In addition, we may be required by law to check your information against "Anti terror lists" to ensure that funds or other economic resources are not used for terrorist purposes..

Retention and Administration of Information

If your application is successful and you are invited to attend an interview or assessment with Sika, your Information will be retained, and Sika may also use your personal data for personnel administration and management purposes. Insofar as the provision of personal data is necessary to initiate or execute contractual relationships or in connection with performing pre-contractual measures, the legal basis for the processing is our overriding legitimate interest in connection with the conclusion or the performance of a contract. If required and legally permissible, we will process your data for purposes other than the original contractual purposes to fulfill legal obligations.

If your application is unsuccessful, Sika may retain your application and personal data contained therein in general for up to twenty-four (24) months, if not dictated otherwise by local legislations. Sika reserves the right to refer to the personal data contained in the application and contact you for another suitable job within Sika, only based on your explicit consent. However, as your application has been submitted for a specific position it will not be automatically considered for another job opportunity. Please apply separately for any other positions you might be interested in.

If your personal data is held in the talent pool, your data will be deleted in accordance with the relevant data protection policies mentioned above, with the stipulation that if you have not revised or used your profile for a period of twelve months, we will send you an e-mail requesting you to update your data. If you fail to update your data or to actively confirm that the data is still up-to-date, we will remove you from the talent pool and delete your personal data as part of our regular deletion schedule.

Your Rights and Removal of your personal data

If you have any questions regarding the use of your personal data or if you wish to object to Sika's processing of data, in accordance with local applicable data protection laws and regulations please

contact privacy@ch.sika.com or, where applicable, use the “Exercise Your Privacy Rights” web form on our Sika websites.

Should you believe that the processing of your personal data violates local data protection requirements you may have the right to request: access to your personal data, rectification of your personal data; erasure of your personal data, restriction of processing of your personal data, data portability and to object to the processing of your personal data. If you have declared your consent to any personal data processing activities, you can withdraw this consent at any time with future effect. You also have the right to complain to a supervisory authority, in particular in the member state where you reside or work, or where a suspected infringement has occurred, irrespective of any other administrative or judicial remedy.

You can access and update the data you have provided in your profile on the Career Portal at any time after your registration. If you discover that your personal data stored with us is incorrect or outdated, you have the right to verify and correct it directly in the Career Portal. It is your sole responsibility to ensure that this data is true and correct.

You can withdraw your application at any time via your candidate profile as well as delete your profile after your registration. Please note that any active applications will be withdrawn automatically. Your profile with all your personal data will be immediately blocked and deleted as part of our regular deletion schedule.

How to contact us

If you have any concerns or questions about this Privacy Notice, please contact the Sika entity to which you have applied or our Data Protection Officer at privacy@ch.sika.com.

Terms of Use

By registering in the career portal or by applying to specific position, you are expressing interest in working for us or for a company within the Sika Group and agree to the collection, processing and use of the provided information for the purposes described here. The legal basis of the processing of your personal data when registering to the portal or submitting your application is your given consent. It is up to you to decide whether you want to apply for other vacancies in addition to your specific application and make available your personal data to the business function for that purpose. You can withdraw your consent any time. Please note that the withdrawal only applies to the future. Processing that took place prior to the withdrawal shall not be affected thereby.

If we wish to process your personal data for a purpose not mentioned in the Privacy Notice above, we will inform you beforehand.

If you would like to receive automated notifications about new job offers, you can specify this when creating your candidate profile or at any time afterwards under the tab "Options" and "Job notifications". You can create detailed search profiles and will be notified by e-mail for the duration of the time you choose. If you no longer wish to receive such e-mails in the future, you can deactivate the job notifications at any time. If you have deleted your profile, you will no longer receive job notifications.

Personal data contained in your application will be transmitted over the internet. The internet is open everyone, and security of such means of transmission can never been guaranteed. Subject to mandatory legal provisions Sika and Smart Recruiters are not liable for any injury, loss or damage incurred by you or a third party as a result of any error, delay or failure of Information transmission via the internet.

By clicking the "I agree" button and registering your application you agree to these Terms of use and to the processing of the personal data you provide in the application in accordance with the Privacy Notice above.

By clicking the "I agree" button you also confirm that the personal data provided in your application is true and accurate and does not contain any misleading statements or omissions.

If the Sika entity to which you are applying is located outside of your country of origin in a third country, or any other legitimate reason (including the server/database is in a third country, any superior(s) of your applied position is in a third country, etc.) your personal data should be transferred to third country, by clicking the "I agree" button, you also consent to the transfer of your personal data to that third country to the extent necessary to process your application.