Job Applicant Privacy Statement

PKC Group Ltd (collectively, "PKC" or "we") respects privacy. This Privacy Statement describes how and why PKC processes personal data of job applicants.

PKC as Data Controller

The controller of your personal data is the company to which you have applied to. Please find the contact details of PKC group companies from the table below:

Name of the Company	Contact Details
PKC Group Ltd	Vihikari 10, FI-90440 Kempele, Finland, Tel. +358 20 1752 111
PKC Wiring Systems Ltd	Vihikari 10, FI-90440 Kempele, Finland, Tel. +358 20 1752 111
Wisetime Ltd	Saaristonkatu 23, FI-90100 Oulu, Finland, Tel. +358 20 7661 401

If you have any questions regarding this Privacy Statement, contact PKC's Data Protection Officer via Pkc.Dpo.Eu@motherson.com.

Why Does PKC Process Your Data?

Your personal data is processed for the following purposes at PKC:

- Managing our recruitment process including communicating with applicants, organizing interviews and evaluating your suitability for the applied position
- Complying with our legal obligations

What is the Legal Basis for Processing?

PKC always needs a valid legal basis for personal data processing. Your personal data is processed on one of the following bases:

Legitimate interest

- PKC processes your personal data based on our legitimate interest to manage and facilitate our recruitment process.

Legal obligation

- As a company conducting recruitment, processing of personal data in certain situations is necessary for compliance with statutory obligations such as related to non-discrimination provisions.

What Personal Data PKC Processes?

PKC processes the following categories of personal data for the purposes of recruitment:

- Basic information, such as name and contact details
- Proficiency information, such as CV, education information and certificates
- Interviews and performance evaluation related information

What is the Source of Personal Data?

Personal data is primarily received directly from you in the context of our recruitment process. Some of the data we may get from third parties such as recruitment companies, authorities, or other PKC Group companies.

Who Has Access to Your Data?

At PKC, your personal data is processed only by persons who need access to the data based on their job duties and responsibilities. Your personal data can be processed outside of PKC only in the following circumstances related to transfers and disclosures of personal data:

Service Providers

PKC uses service providers for the management of our recruitment process. Such service providers process personal data as data processors on behalf of PKC and based on instructions provided by PKC. We require that your personal data is only processed for the limited reasons authorized by PKC and stated in this Privacy Statement. Processing carried out by data processors is secured by agreements as required by applicable legislation.

Disclosures of data

In certain circumstances PKC needs to disclose your personal data to another organization. Such data disclosures can happen towards the following types of organizations:

- PKC Group / Motherson Group companies

Does PKC Transfer Personal Data Outside of European Union and the European Economic Area?

In certain limited situations we may transfer your Personal Data outside of the European Union and the European Economic Area. Some of the service providers we use are based outside of the European Union (EU) and the European Economic Area (EEA). Where this is the case, we ensure your personal data is protected with appropriate safeguards in accordance with applicable privacy laws. Such safeguards include risk assessments and agreements, such as Standard Contractual Clauses.

How Long is Your Data Stored?

Your personal data is stored according to applicable legislation and as required by the processing purpose it is collected for. Here are some examples of retention times for your personal data at PKC:

- Personal data at PKC is only stored for as long as it is needed for the purposes it was originally collected for unless applicable legislation sets a minimum or maximum retention times for the data.
- By default, personal data of job applicants is stored for up to 2 years

Please contact the company Data Protection Officer at Pkc.Dpo.Eu@motherson.com if you would like to know more about the retention times for personal data.

Your Rights as a Data Subject

As a data subject, you have the following rights in relation to your personal data:

Right of Access
You have the right to obtain a confirmation as to whether or not your personal data is being processed by PKC, and where that is the case, receive a copy of the personal data processed by us.

Right to Rectification
You have the right to request us to correct or complete any inaccurate data.

Right to Erasure

You have the right to request for the deletion of your personal data. In some cases, there may still be an overriding purpose or basis for retaining the personal data in question, for example in order to fulfil legal obligations.

Right to Restriction of Processing

In certain circumstances, you have the right to request us to restrict the processing of your personal data.

Right to Data Portability

In certain circumstances, you have the right to receive the personal data concerning you, which you have originally provided to us in a structured and commonly used format.

Right to Object

You have the right to object to the processing of your personal data under certain circumstances.

Right to Make a Complaint to the Supervisory Authority

You have the right to file a complaint about the processing of your personal data to the Data Protection Ombudsman (https://tietosuoja.fi/en/home).

In accordance with The General Data Processing Regulation (GDPR) the applicability of each right is dependent of the context, such as the legal basis and the purpose of data processing. If you wish to exercise your rights as a data subject, please contact Pkc.Dpo.Eu@motherson.com.