

Clariant Privacy POLICY and data protection for usage of Clariant Recruitment solution

Consent

The security and protection of your personal data is very important to us and we treat this issue very carefully. We handle your personal data under the legislation of the European Data Protection Regulation (“GDPR”).

By registering with Clariant you provide your personal data to the company for the purpose of job search beyond the specific application and explicitly state your interest in an employment with Clariant. Your data will be deposited and processed in the systems of our software partner, SAP SuccessFactors. Personal data may include, without limitation, your name, address, e-mail address, telephone numbers and social security number.

With your confirmation by pressing the command button “Accept” within the window behind the link “Read and accept the data privacy statement” you agree to the storage of your data as described on this website: <https://www.clariant.com/meta-nav/data-protection-and-privacy>.

Your consent will be logged.

The current valid version of our privacy POLICY is shown on this website. The effective date of this POLICY is May 25th 2018. Clariant reserves the right to change these conditions at any time.

Confidentiality and data security

We place great importance on data protection: Clariant and our software partner SAP SuccessFactors, have taken the necessary organizational and technical measures according to GDPR Article 32 to ensure confidentiality of your electronic application. All human resource department employees are under the obligation, within the scope of their employment contract, to maintain confidentiality with respect to personal data. Safe data transmission is ensured by the automatically activated 256-bit encryption. Data processing is performed taking into account the general data security standards in accordance with the highest standards.

Your electronic application is submitted at your own responsibility and risk. In particular liability for loss of data and illegal intrusion into the respective systems by third parties shall be excluded. Clariant shall be liable pursuant to statutory provisions in cases of intent, gross negligence or death, injury to life, body or health. Apart from that, liability for claims for any legal reason whatsoever shall be excluded – to the extent permitted by law.

Our website includes links to third-party pages. Clariant does not assume any responsibility for their content or data protection measures.

To improve our application’s user friendliness, cookies are set when you log on.

Clariant undertakes to comply with the statutory requirements pursuant to the applicable data protection provisions.

How do we use your personal data / application information

Upon registration with Clariant you give your consent for Clariant employees to contact you within the scope of personnel recruitment activities. If you no longer wish to be contacted at any point in time, you can block or totally delete your profile.

We capture various data / information, e.g. your personal data with contact details, description on your training, work experience and professional skills. You will have as well the possibility to upload electronic documents, such as certificates or personal letter.

The data will be stored, evaluated, processed or transmitted internally exclusively for the purpose of your electronic job application and within the interest of a present or future employment and is only accessible to human resource employees and selected executive employees of Clariant. Your data will by no means be disclosed to companies or persons outside of Clariant or used for any other purposes.

In case of a successful application your data might be used for administrative handling in the context of the employment.

The electronic data processing system for the performance of recruitment processes and talent retention program is used by Clariant worldwide. Therefore personal data may be transferred and may be accessed in locations which have a different legal system and data protection regulations.

Clariant ensures protection of your personal data irrespective of where your data is accessed and complies with the local laws and regulations on data collection and use.

Exercise your privacy rights (access, update and deletion of data)

Data entry may be aborted anytime. You may also at any time access, modify or delete your data using your password.

You are entitled to withdraw this consent to use your personal data at any time, such withdrawal to take effect for the future. It is sufficient to send an e-mail to Recruiting.Info@clariant.com.

How long do we store your data (Storage and deletion of data)

If you accept a job with Clariant as a result of your application, your personal data or an excerpt thereof, if any, will be placed in your personnel file.

In the event that you applied for a specific job or submitted an unsolicited application but received a negative answer, your details will be stored according to your country regulations after completion of the application procedure for the purpose to answer questions in the context of your application and rejection. After this period your data will be deleted (profile and application). A notification regarding deletion of your data will not be given.

If you submitted a job application but Clariant cannot offer a suitable job at that point in time, we hereby reserve the right and your consent to allocate your application to a group-wide talent pool. You will in this case receive a message for your information. Should you not agree to that or no longer be interested, you may at any time delete your data (profile and application) yourself. If your application is allocated to a talent pool, the data will generally be stored for 12 months and then be deleted.

You have the right to request at any time information about your stored personal data, to inspect your personal data, to request correction of incomplete or incorrect personal data and to request complete or partial deletion of your personal data.

Contact

If you have any problems, questions or suggestions, or if you want to revoke your permission of processing your personal data please contact the Clariant data protection officer or the Clariant recruitment management.

Clariant data protection officer: DataprotectionOffice@clariant.com

Clariant recruitment management: Recruiting.Info@clariant.com

Clariant International LTD and its Group of Companies