

Privacy Notice for the use of the Website and the Processing of Candidates' Personal Data

Welcome! We are delighted that you may be interested in exploring a job opportunity with Beko. We are committed to protecting the privacy and security of your personal information during the Job Application process.

1. Scope and data controller

This Privacy Notice explains how we collect and process your personal data through your use of the Beko Career Website at <http://www.koccareers.com/beko> or any other job-related sites accessible through these websites. It also describes situations where you submit a CV, apply for a job or internship through our Online Registration Form (such as Success Factors), job-search websites, career fairs, email, or other channels or applications which links to this Privacy Notice.

We comply with the EU General Data Protection Regulation (“**GDPR**”) and any other applicable local data protection laws (collectively, the “**Data Protection Laws**”). Please ensure that you read this Privacy Notice and any other similar notice we may provide to you from time to time when we collect or process Personal Data about you. If you are aware of changes or inaccuracies in your Personal Data, you should inform us of such changes so that your Personal Data may be updated or corrected. Certain provisions of this Privacy Notice may only apply to candidates who are located in European Union (EU) member countries, UK, and Switzerland.

The process is conducted by **Koç Holding A.Ş., along with Arçelik A.Ş., (branded “Beko Corporate”), Beko Europe Management S.R.L., Beko Europe B.V. and other affiliated entities of Beko based in the same country and/or region or cluster** (collectively referred to “**Group Companies**” ‘we’, ‘us’ or ‘our’) - acting as data controllers. Koç Holding A.Ş., the parent company of Arçelik A.Ş., is the data controller responsible for managing the Online Registration Form Success Factors used to manage and maintain your candidate profile, while Arçelik A.Ş. is the data controller responsible for processing your personal data in connection with Beko Corporate Website and other related platforms or tools used in the course of the recruitment process.

When we refer to “**Beko**”, “we” or “us”, we are referring to Arçelik A.Ş. and its affiliated companies involved in the processing of your personal data. More information about Arçelik A.Ş. can be found [here](#). If you have questions about the processing operations of Arçelik A.Ş. you can view our privacy policy [here](#).

Should you apply for a job with or engage in recruiting interactions with a different Beko affiliated company, depending on your choice, your data will be processed also by that different affiliated company which will act as a joint data controller of your personal data processed in the context of the management of your application and recruiting. The principles of joint controllership are described below in Section 10 “**Joint controllership details**”.

Joint controllership means that we are responsible for deciding how we hold and use certain information about you. This does not mean that the role and responsibility of individual companies within the Group Companies is going to be always the same. The scope of access is strictly limited and covered by confidentiality rules and will largely depend on your choice. This issue is described below in Section 8 “**Who will have access to your**

data”.

Any Job Application Process or the granting of an interview will not create an employment relationship or other agreement between us and yourself. The submission of your resume and application does not obligate in any way to consider your application, to grant an interview or to make an offer of employment. If subsequent to a job application you are offered employment by us, that offer of employment will be conditional on your executing written terms and conditions of employment and complying with any other reasonable requests of the company.

Your data may also be processed for other purposes indicated in other Privacy notices.

2. Data protection principles

We will comply with Data Protection Laws, which state that the Personal Data we hold about you must be:

- used lawfully, fairly and in a transparent way
- collected only for valid purposes that company has clearly explained to you and not used in any way that is incompatible with those purposes
- relevant to the purposes the company has told you about and limited only to those purposes
- accurate and kept up to date
- kept only as long as necessary for the purposes the company has told you about
- kept securely.

3. The types of Personal Data we hold about you

We will collect, store, and use the following categories of personal data (“Personal Data”):

1. Log information, cookies, web beacons and similar technologies: We may process Personal Information from you when you interact with the Website. For example, we or our service provider(s) may also use cookies, web beacons or log files. Data we collect automatically includes the type of web browser or mobile device, your operating system, your IP address, the URL of the landing page and the referring website, the time and date of your visit to the Site, and the search terms used by you to reach the website. More information regarding our use of cookies and other tracking technologies, as well as how you can manage these, can be found in the Cookie Notice available on the relevant website;
2. Your CV, including information we extract from your CV;
3. Your application for a job with us and other information you submit in relation to your application, as well as the information you have provided in your application and covering letter including: Basic identification information (such as full name, date of birth, nationality); Contact information (such as home address, telephone number, email address); Information relating to your education, qualifications, certifications relating to your employment, as well as your employment performance (such as curriculum vitae details, letters of recommendation, job description, qualifications and areas of expertise, work history, other performance measures and, where appropriate, training records, records of technical skills tests, participation in professional or academic organisations, seminar’s attendance lists, learning history and certificates of completion of e-learning courses);

4. Any information you provide to us on a voluntary basis (such as a photograph or recording the online recruitment process, when you provide access to your camera and microphone on specific recruiting or assessments platforms or surveys results to gather feedback about your candidate experience);
5. Any other information (including any survey or test results) you provide during the application, recruiting, interview, or hiring stages, as part of the pre-onboarding stage.

If you applied via an online registration form (e.g. Success Factors tool), you will see which data is mandatory and which is optional. You will be able to access your own profile data and edit as needed, as well as to delete your own data in My profile/My candidate profile/ Delete Profile/ Delete all data.

4. Special categories of Personal Data about you

Depending on your jurisdiction and applicable laws, we may collect certain special categories of Personal Data about you, such as criminal records, if required for specific roles. Moreover, we may process special categories of Personal Data to consider whether we need to provide appropriate adjustments during the recruitment process, for example whether accommodations need to be made to enable our candidates to apply for jobs with us, to be able to take online/telephone assessments, to attend interviews/assessment centers and to prepare for starting at the company (if successful). We are committed to providing equal employment opportunities for individuals with disabilities or religious observances, including reasonable accommodations when necessary. To this extent, we may also process special categories of Personal Data where it is necessary to ensure that we comply with our regulatory obligations with regard to our hiring (e.g., in order to ensure our compliance with law provisions concerning the hiring of people with disability, etc.), to ensure meaningful equal opportunity monitoring and reporting, to comply with other applicable legal or regulatory requirements.

5. How is your Personal Data collected?

We collect personal information about Website users and candidates from the following sources:

- ✓ Directly from you, the Website user and/or candidate, either through the Website or other channels through which you submit application materials (such as by email or career fairs);
- ✓ When you visit our Website, we capture information automatically through cookies, web beacons and similar technologies. More information regarding our use of cookies and other tracking technologies, as well as how you can manage these, can be found in the Cookie Notice available on the relevant website.
- ✓ Via third-parties, such as recruitment agencies and your referees
- ✓ Where available, we may collect personal data about you through publicly available sources, such as professional networking sites and general market research.

6. Purposes and Legal Basis for Processing Personal Data

We will use the Personal Data we collect about you to:

a. allow you to benefit from the features offered by the Website

We will provide you with the functionalities offered by the Website, including the ability to browse and apply for job openings, find and receive recommendations for job openings that may be well suited for you, learn more about Beko, and operate and navigate the Website. We will process your Personal Data on the basis of its legitimate interest to maintain and improve the Website functionalities, the users' interaction experience, and the effectiveness of Beko's HR program, which will be appropriately balanced with your interests.

b. allow you to create your account and apply for a job with us

We will assess your skills, qualifications and suitability for the work and role you apply for by creating your account and populating your candidate profile. We may pre-populate aspects of your candidate profile by using data extracted from the CV you upload. We will process your Personal Data to decide whether to contact you, invite you for an interview, or carry out any other recruitment and hiring activities. If we decide to further consider or offer you a role, we may send you follow-up communications and take up references before confirming your appointment. Without prejudice to any legal obligation for the above purposes, we will process your Personal Data on the basis of **pre-contractual measures** adopted on your request when you create your account and/or submit your application or CV for a position or an internship program, (i.e. taking steps at your request that are necessary for evaluating or entering a potential employment agreement with you). Failure to provide the Personal Data for these purposes may result in us being unable to process your application or extend you an offer of employment.

c. keep you updated on open positions that match your profile.

We send communications via email to update you on job positions that may be of your interest based on your candidate profile. We will process your Personal Data for this purpose on the basis of your **consent** and you may delete your account at any time. Failure to provide the personal data for this purpose will result in you not receiving communications about new job offers and not being considered for future recruitment processes.

If you provide us with the Personal Data of third parties (such as information relating to your referees; information relating to other job applicants, when you made referrals and shared other candidates' CV with us), you must ensure that you notify the relevant third party before sharing their Personal Data with us by showing them this Privacy Notice, explaining that their Personal Data will be processed in accordance with this Privacy Notice, and obtaining their consent, where appropriate.

d. other recruitment and (if you are offered a role) hiring related activities

We will assess your skills, qualifications, and interests against our current opportunities; collect public information regarding you available on social media (e.g. from LinkedIn and other similar sites); verify your information and carry out appropriate reference checks or background checks (where permitted) if you are offered a job; assist you upon request with issues related to immigration or permits; and conduct other activities related to recruiting or (if you are offered a role) hiring processes. We will process your Personal Data on the basis of **pre-contractual measures** adopted on your request (i.e. taking steps at your request that are necessary for evaluating or entering a potential employment agreement), meeting our **legal obligations**, such as processing information about your nationality or visa status to comply with immigration and employment laws, as well as our **legitimate interest** in making our HR processes more effective. Failure

to provide the Personal Data for this purpose may result in us being unable to process your application or extend you an offer of employment.

The above purposes will be implemented, among others, within the framework of the following principles:

Surveys

As part of our recruitment process, we may use “**Qualtrics**” platform, managed by Arçelik A.Ş., to gather your feedback regarding your recruitment process.

While the survey is designed to be anonymous, we have signed a Data Processing Agreement (DPA) with the provider as a precautionary measure due to the potential risk of indirect identification. The local companies involved in the recruitment do not have access to this data.

Any personal data that may be collected through the surveys on the Qualtrics platform will be processed based on Article 6 (1)(f) of the GDPR, which pertains to our legitimate interest. Our legitimate interest consists of the need to efficiently understand our candidates needs and expectations. With the feedback provided we will be able to design better recruitment experience strategy. Participation in this survey is voluntary. At any stage prior to submission, you can choose to not submit your responses. Failure to provide data will not result in any negative consequences for your recruitment application.

Assessment of English Proficiency

We may use the **ITEP (International Test of English Proficiency)** platform managed by Arçelik A.Ş. for the objective assessment of your English language skills. The purpose of the test is to verify that you possess the language competencies necessary to perform the duties of the position for which you are applying. The test evaluates key skills such as reading comprehension, listening, speaking, writing, and grammar through multiple-choice questions,

For this assessment we process your personal data, through written, visual, electronic, and other means, before or during the test:

- personal data required for us to register you in ITEP platform and send you an exam invitation (Name, and Surname, and Email Address)
- Personal data that you provide through ITEP platform : Name and surname, Email address, Phone number, Date of birth, Educational level, Gender, Native language, Country of residence; during registration or testing, webcam images, voice recordings, and video may be collected: photographs; recorded spoken responses; and audio of your speaking ability for certain language tests if you allow ITEP access to your microphone or camera.
- Your English test results and details;
- IP address, device/browser characteristics

Access to visual and audio records processed before taking an English test is granted with your consent, based on Article 6(1)(a) of the GDPR.

Your personal data, in the form of your ITEP test results, will be processed based on Article 6(1)(f) of the GDPR, which is our legitimate interest. Our legitimate interest consists of the need to objectively verify whether a candidate meets the key language requirements specified for the position, which allows for the selection of the best-suited individual.

Your data will be processed solely for recruitment purposes, in particular to:

- Verify your identity for the purpose of ensuring the security and accuracy of the exam results;
- Objectively assess your English language proficiency.
- Verify that you meet the formal language requirements of the position.
- Standardize the assessment process and enable a fair comparison of candidates' competencies.
- Streamline the recruitment process by efficiently confirming qualifications.

Access to your test data is granted to recruiters from Beko Europe affiliated entities and other local entities involved in your recruitment process. Their permissions are limited to creating test requests and reading your results. They cannot adjust server settings or data retention rules.

Assessment of competencies, cognitive abilities and motivations

We use the Korn Ferry platform managed by Arçelik A.Ş. for a comprehensive assessment to create a candidate profile, applying consistent measurement criteria for Competencies, Traits, Drivers, and Cognitive Ability.

We do not use the assessment scores generated based on the candidate's responses to determine a candidate's progression to subsequent stages. Instead, all candidates advance regardless of their scores, and the candidate profile is used to highlight strengths and areas for development, which can be further explored during interviews. Recruiters review each profile to prepare targeted interview questions based on the assessment insights.

The processing of your personal data (including your first name, last name, email address and test/assessment results) for this assessment is based on our legitimate interest to assess candidate's capacity and measure professional skills taking into account also other selection criteria to support hiring decisions, such as: interview performance, relevant experience, etc (in accordance with Article 6(1)(f) of the GDPR). System Provider (Korn Ferry): Acts as a data processor on our behalf. They are responsible for hosting the platform, its technical security, and are contractually bound to protect your data. Korn Ferry personnel have access to data for technical support but are not involved in evaluating candidates or making hiring decisions. Arçelik A.Ş. acts as the operational controller and administrator of the data within the platform, managing its use. Recruiters involved in your recruitment process are authorized to create test requests and view your results to evaluate your application.

We may also process the Personal Data as we believe necessary:

- (1) if we determine a policy violation has occurred, to enforce our rights, or to enforce agreements;
- (2) if we believe such processing is necessary to identify, contact, or bring legal action regarding the rights and property of our group company or its affiliates;

(3) to enforce our rights or protect against unauthorized access to our systems or other inappropriate use of our services, products, or other services;

(4) to comply with laws, regulations, court orders and subpoenas or similar requests for information by authorities;

(5) to protect your safety and the safety of others; and (6) to assist us in fraud prevention or investigation, all on the basis of its legitimate interest in the continuation of its commercial activities and the protection of its rights.

7. Automated decision-making

As part of our recruitment process, we use an automated assessment tool provided by Korn Ferry to generate questions based on the selected Success Profile for the relevant role; recruiters can select a predefined Success Profile or create a custom one by choosing the competencies relevant to the company's recruitment policy. However, the system does not automatically advance or reject candidates based on this score, which is only one component of a comprehensive evaluation process. The overall fit score and underlying profile is used as one part of the assessment process. Final progression or rejection decisions remain with the recruiting teams, who review the assessment results alongside interviews, qualifications, experience, and other relevant information in accordance with the company's recruitment policy". No hiring decisions are based solely on automated processing, and human judgment is involved at every stage.

8. Who will have access to your data?

Depending on the Job Application Process you choose, we will access your Personal Data on a need-to-know basis.

If you applied through an online registration form (e.g., the Success Factors tool), the following persons will actively participate in the recruitment process (e.g. by viewing your data):

1. If you select the option "Make my profile visible to only recruiters managing jobs I apply to", the local HR team of the company you are applying for and manager/s responsible for the position you are applying for will have access to your data.
2. If you select the option "Make my profile visible to all group companies in my country of residence", the local HR teams of all group companies in your country and the managers responsible for the open positions in those entities, will have access to your data.
3. If you select the option "Make my profile visible to all group companies worldwide", the local HR teams of all group companies worldwide and the managers responsible for the open positions in those entities, will have access to your data.

In addition to that, the following teams may have access to your data:

- a) Relevant Talent Acquisition HR team of Arçelik A.Ş. (regardless of the active role in the selection of the candidate in accordance with points 2-3) may have access (in all cases stated above – point 1-3) to support the recruitment process, including supervising compliance with legal requirements and

- internal organizational and reporting rules;
- b) Relevant HR teams and hiring managers of Arçelik A.Ş., when their intervention is required in the recruitment process;
 - c) Employees (e.g. IT) of Koç Holding A.Ş. and Arçelik A.Ş.: IT support and IT team managing account of the recruitment tool / platform (potential access to all recruitment process);
 - d) Relevant Legal and Compliance teams of Koç Holding A.Ş., Arçelik A.Ş. and Beko Europe: in exceptional cases, e.g., the need to verify the recruitment in terms of compliance with the law.

9. Why might we share your Personal Data with third parties?

We may have to share your personal data with third parties including:

Referees (external recommendations)

In the context (and for the purposes) of your job application process with us, we will contact and discuss your previous experience and performance with any persons you indicated as referees. This may involve the transfer of some of your Personal Data to these persons.

Referrals (internal recommendations within our Group Companies)

In the context (and for the purposes) of your referral's job application process with us, we will contact and discuss previous experience and performance with the candidate you recommended.

Service providers

We may transfer your Personal Data to companies that provide services to us in connection with the job application process, such as IT providers for the purposes of system development and technical support or providers of on-line recruitment tools.

Business partners

We may disclose your Personal Data to our business partners if it is necessary for the Job Application Process, such as consultants in recruitment process and recruitment agencies, job fairs, universities and companies contracted to carry out background checks on our behalf.

Third parties where required by law

We may disclose your Personal Data to a third party if it is necessary to comply with a legal obligation or the decision of a judicial authority, a public authority or a government body, or if disclosure is necessary for national security, law enforcement or other issues of important public interest.

Third parties in connection with a business sale

If we make a sale or transfer of assets or are otherwise involved in a merger, joint venture, assignment, transfer, or other disposition of all or any portion of our business, assets, or stock (including in connection with any bankruptcy or similar proceedings), we may transfer your Personal Data to one or more third parties as part of that transaction.

Other third parties with your consent

We may also share your Personal Data with other third parties when you consent to such sharing.

All our third-party service providers are required to take appropriate security measures to protect your

personal data in line with our policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

10. Joint controllership details

Joint controllership applies to the cases indicated in point 1 above. The scope and rules of access under joint control are described in point 8 above.

“other companies” means Beko affiliated entities stated in point 1 above and Koç Holding A.Ş.

Obligation under GDPR	Responsible
Art. 5 Data retention and deletion	Data stored in recruitment tools / platforms: Arçelik A.Ş. or Koç Holding A.Ş., Data stored outside recruitment tools/ platforms: Each party with respect to their candidates
Art. 5 Deciding on the scope of the data obtained	Arçelik A.Ş. in consultation with other companies - joint controllers
Art. 6 Requirement of the legal basis	Arçelik A.Ş. in consultation with other companies - joint controllers
Art. 13-14 Providing information on Joint Processing of Personal Data	Arçelik A.Ş.
Art. 12 and 15-22 Rights of the data subject with regard to the Personal Data processed by Joint controllers	Arçelik A.Ş. creates and operates a communication channel with the data subject. Each party with respect to their candidates receives, responds to the request and implements it. Relevant Legal and Compliance teams of Arçelik A.Ş. in exceptional cases, when their intervention is required.
Art. 30 Records of processing activities	Each party with respect to their candidates
Art. 26 (2) Making available the essence of this Joint controlling agreement	Arçelik A.Ş.
Art. 28 Data processing agreement with IT	Arçelik A.Ş. or Koç Group, depending on IT system
Art. 32 Security of processing	Data stored in recruitment tools / platforms: Arçelik A.Ş. or Koç Group, depending on the tool (technical aspects); Each joint controller - informing employees about the principles of safe use of the platform Data stored outside recruitment tools/ platforms: Each party with respect to their candidates
Art. 33-34 Notification of a personal data breach to the supervisory authority and to the data subject	Each party with respect to their candidates

Notwithstanding the arrangements referred above, the data subject may exercise his or her rights under this Regulation towards each of the controllers.

11. Transfers of information outside the EEA

Considering the entities that will have access to your data, including third parties, please be aware that your data may be transferred outside your country of residence or citizenship. Specifically, recipients of your personal data may be located in countries outside the European Economic Area (EEA), the UK, or your country of residence, which may have different data protection laws compared to those in your country.

In particular, your Personal Data may be transferred to our affiliated Companies, including Arçelik A.Ş. and Koç Holding A.Ş., both located in Turkey, based on the standard contractual clauses approved by the EU Commission and incorporated within an Intra-group data transfer agreement.

Before transferring your Personal Data outside the EEA, the UK or your country of residence, as applicable, we will adopt safeguards to ensure that such data will be afforded the same level of protection as under applicable data protection laws within the EEA, the UK or your country of residence, as applicable, including the standard contractual clauses adopted by the European Commission, where appropriate. You can obtain a copy of these clauses by contacting us using the form provided in the “[How to contact us](#)” section.

12. Keeping your Personal Data secure

We have put in place appropriate security measures to prevent your Personal Data from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your Personal Data to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your Personal Data on our instructions, and they are subject to a duty of confidentiality.

We have also put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected data security breach whenever we are legally required to do so.

13. How long we keep your Personal Data

As part of our data deletion policies, we consider the data deletion requirements of various jurisdictions. In this context, we have processes in place to ensure that your personal data will be deleted or anonymized when it is no longer necessary to fulfil the purpose for which it was stored, unless the application has been withdrawn by you or you have deleted your account or requested its deletion.

If your application is successful and you are offered an employment with us, your personal data will be transferred to an employee personnel file and will be processed and retained in accordance with applicable law and the applicable employee privacy notice, which will be provided to you.

Data obtained during background checks will also be retained only as long as necessary for the purposes outlined above and in compliance with relevant legal requirements.

Your profile may also be updated, or data may be retained due to ongoing litigation, requests from competent authorities, or other applicable legal provisions.

For more information on the applicable retention periods, please contact us using the form provided in the “[How to contact us](#)” Section below.

14. Your rights in connection with your Personal Data

Under certain circumstances, to the extent this is provided for under the applicable Data Privacy Laws for your location, you may have the right to:

- **be informed** on the purposes and methods of the processing of your Personal Data
- **request access** to your Personal Data (commonly known as a “**data subject access request**”). This enables you to receive a copy of the Personal Data we hold about you
- **request the update or correction** of your Personal Data that is incomplete or inaccurate
- **object to processing** of your Personal Data on grounds relating to your particular position where we are relying on legitimate interests (or those of a third party). In some cases, we may demonstrate that we have compelling legitimate grounds to process your information which override your rights and freedoms
- **request the restriction of processing** of your Personal Data. This enables you to ask us to suspend the processing of Personal Data about you, for example if you want us to establish its accuracy or the reason for processing it.
- **receive in a structured, commonly used and machine-readable format** Personal Data concerning you and provided by you, as well as to transmit those Personal Data to another party (commonly known as a “**right to portability**”).
- **request erasure** of your personal data. This enables you to ask us to delete or remove personal data where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal data where you have exercised your right to object to processing.
- **obtain information about third parties** with whom your data has been shared.
- **withdraw given consent** to the processing of your Personal Data at any time, as follows:
 - a) contacting us (details: point below);
 - b) via recruitment platform: You also have the option to delete your data via My Profile/My Candidate Profile/Delete Profile/Delete All Data.Withdrawal of consent does not affect the lawfulness of the processing that was made on the basis of consent before its withdrawal.
- **not be subject to a decision based solely on automated processing** which produces legal effects or review such decisions made solely based on automated processing of Personal Information.

We may need to request specific information from you to confirm your identity and ensure your right to access your Personal Data (or to exercise any of your other rights). This is another appropriate security measure to ensure that Personal Data is not disclosed to any person who has no right to receive it. Without prejudice to any administrative or legal remedy, you also have the right to lodge a complaint to the competent supervisory Authority, if you believe that processing of your data breaches the Data Protection Laws

Where available, these rights (as well as any other right provided for by applicable Data Protection Laws) may be exercised by using the form provided in the “**How to contact us**” section below.

15. Third-party websites and content

Third parties, whose sites you may visit after clicking on a link from the Site, may have less stringent privacy policies. We do not have control over these policies and urge you to read their privacy statements before providing any personal data to such sites. More information on how we use cookies and other tracking technologies and how you can control these, can be found in the Cookie Notice on the relevant website.

16. Cookies and other tracking technologies

We or our service provider(s) may use cookies, web beacons, log files and similar technologies on Website. An web beacons is an electronic image that allows us to count users who have accessed particular content and to access certain cookies. A log file is a file that record web activity and gather non-personal statistics about your visit to or use of our web sites. A cookie is a small file that is downloaded on your device when you access a webpage on the Site. The cookie contains information about you and your visit to our Site. Cookies are widely used to make websites work, to distinguish unique users, and learn how users interact with the websites.

More information regarding our use of cookies and other tracking technologies can be found in the Cookie Notice available on the relevant website.

17. Manage your cookies

You can change your browser settings anytime so that cookies are not accepted. You can learn more about how to block cookies by visiting <http://www.allaboutcookies.org/>. Please note that if you block cookies completely, many websites will not work properly and some functionality on our Sites will not work at all.

More information on how you can manage your cookies can be found in the Cookie Notice available on the relevant website.

18. How to contact us

If you have any questions about how we use your Personal Data or this privacy notice in general, please contact us using this [form](#).

Should you wish to file a complaint, you may also reach out to the appropriate data protection authority as outlined in the 'Supervisory Authorities' section below.

You can also use this form to contact and ask for information about the DPO (Data Protection Officer) or LPR (Local Privacy Responsible) in charge of data protection compliance within your organisation. This is a common contact point for all joint controllers. If you want to contact a specific company within the Group, write to us and we will send you the contact details of that company.

The controller's representative (within the meaning of Article 27 of the GDPR) in the EEA is Beko S.A. with its registered office in Warsaw, at 366 Puławska St., (02-819) Warsaw, entered in the Register of Entrepreneurs of the National Court Register kept by the District Court for the Capital City of Warsaw in Warsaw, XIII Economic Department of the National Court Register, under KRS No. 0000078147, with its tax number (NIP): 525 207 35 73

You can contact the data controller (address stated above) directly or the representative at the e-mail address representativegdpr@beko.com

19. Supervisory Authorities

Supervisory Authorities are independent public authorities that supervise, through investigative and corrective powers, the application of the data protection law. They provide expert advice on data protection issues and handle complaints lodged against violations of the applicable data protection legislation.

Generally speaking, the main contact point for questions on data protection is the Supervisory Authority in the country where company/organization in question is based. However, if that company/organization processes data in different countries or is part of a group of companies established in different countries, that main contact point may be a Supervisory Authority in another country.

For EEA (European Economic Area) countries find your National Supervisory Authority clicking [here](#).

Contact details of ICO (Information Commissioner's Office): available clicking [here](#).

Contact details of Federal Data Protection and Information Commissioner (Switzerland Supervisory Authority), available clicking [here](#).

20. Changes to this Privacy notice

We keep this Privacy Notice under regular review. We may update this privacy notice from time to time to reflect changes to our privacy practices. Any changes to our privacy notice will be posted in the tool. We encourage you to periodically review our Privacy Notice for the latest information on our privacy practices.

This Privacy notice was last updated on **21.07.2026**.

有关本网站使用及处理候选人个人信息的隐私声明

欢迎您的到来！非常感谢您探索倍科（Beko）的工作机会。在您的求职申请过程中，我们将致力于保护您个人信息的隐私与安全。

1、适用范围及数据控制方

本隐私声明解释了我们如何通过您使用倍科职业招聘网站（网址：<http://www.koccareers.com/beko>），或通过该网站可访问的其他求职相关站点，收集和您的个人数据；同时也说明您通过在线注册表单（如Success Factors系统）、求职网站、招聘会、电子邮件，或其他链接至本隐私声明的渠道/应用提交简历、申请工作或实习的相关数据处理规则。

我们严格遵守《欧盟通用数据保护条例》（GDPR）及其他适用的本地数据保护法律法规（以下统称“**数据保护法**”）。请您务必仔细阅读本隐私声明，以及我们在收集或处理您个人数据时，不时向您提供的其他同类声明。若您发现个人数据存在变更或不准确的情况，应及时告知我们，以便我们对您的个人数据进行更新或更正。本隐私声明的某些条款仅适用于位于在欧盟成员国、英国及瑞士的候选人。

相关数据处理工作由**Koç Holding A.Ş.**、**Arçelik A.Ş.**，连同 **Beko Europe Management S.R.L.**和 **Beko Europe B.V.**（公司品牌名称“**Beko Europe**”）以及位于同一国家和/或地区或集群**Beko Europe**其他关联实体（以下统称“**集团公司**”、“**我们**”、“**我们的**”）共同开展，上述主体均为数据管控方。其中，**Koç Holding A.Ş.**作为 **Arçelik A.Ş.**的母公司，负责管理用于维护和保存候选人档案的**Success Factors**在线注册表单；而 **Arçelik A.Ş.**作为数据管控方，负责处理与倍科集团官网及招聘过程中使用的其他相关平台、工具相关的个人数据。

本声明中提及的“**倍科**”、“**我们**”，均指参与处理您个人数据的**Arçelik A.Ş.**及其关联企业。您可通过点击“**此处**”了解更多**Arçelik A.Ş.**的信息；若您对**Arçelik A.Ş.**的数据处理操作有疑问，可通过点击“**此处**”查阅我们的隐私政策。

若您向倍科其他关联公司申请职位或开展招聘相关沟通，根据您的选择，您的个人数据也将由该关联公司处理，该公司将作为您求职申请及招聘相关个人数据处理的联合数据管控方。有关联合管控的原则，详见本声明第十条“**联合数据控制详情**”。

联合数据控制意味着，我们共同负责决定如何持有和使用与您相关的特定信息，但这并不代表集团公司内部各主体的角色和责任始终一致。数据访问范围受到严格限制，并受保密规则约束，且在很大程度上取决于您的选择。相关内容详见本声明第八条“**数据访问主体**”。

任何求职申请流程或面试邀约的发出，均不构成我们与您之间的雇佣关系或其他协议。您提交简历和申请的行为，并不意味着我们有义务考虑您的申请、向您发出面试邀约或提供录用通知。若您在提交求职申请后获得我们的录用通知，该录用通知的生效将以您签署书面雇佣条款及条件、遵守公司其他合理要求为前提。

您的个人数据也可能依据其他隐私声明中载明的目的进行处理。

2、数据保护原则

我们将严格遵守数据保护法的规定，对所持有的您的个人数据，始终遵循以下原则：

- 合法、公平、透明地使用；
- 仅为公司已向您明确说明的合法用途收集，且不得用于与该用途相悖的任何场景；
- 收集的信息与告知您的目的相关，且仅限于该目的；
- 保证信息准确并及时更新；
- 仅在已告知您的目的所需的期限内保存；
- 安全妥善保管。

3、我们收集的个人信息类型

我们将收集、保存并使用以下类别的个人数据（下称“个人数据”）：

1. 日志信息、Cookie、网络信标及同类技术数据：当您与我们的网站进行交互时，我们可能会处理您的个人信息。例如，我们或我们的服务供应商可能会使用Cookie、网络信标或日志文件，自动收集信息包括：您使用的网页浏览器或移动设备类型、操作系统、IP地址、落地页网址及引荐网站、访问本站点的时间和日期、您用于访问本网站的搜索关键词。有关我们使用Cookie及其他追踪技术的更多信息，以及您如何管理此类技术，可查阅相关网站上的《Cookie声明》。
2. 您的简历，包括我们从您简历中提取的相关信息；
3. 您向我们提交的求职申请，以及与申请相关的其他信息，同时包括您在申请材料 and 求职信中提供的内容，具体有：基础身份信息（如全名、出生日期、国籍）；联系方式（如家庭住址、电话号码、电子邮箱）；教育背景、职业资质证书、工作表现相关信息（如简历详情、推荐信、职位描述、专业能力、工作经历、其他业绩考核指标，以及适用情况下的培训记录、技能测试成绩、专业/学术组织任职记录、研讨会出席名单、学习经历、线上课程结业证书）；
4. 您自愿向我们提供的任何信息（如照片、线上招聘流程的录制资料，当您在特定招聘或测评平台授权我们访问您的摄像头和麦克风时；以及为收集候选人体验反馈的调查问卷结果）；
5. 您在申请、招聘、面试、录用阶段，以及入职前准备阶段提供的其他信息（包括任何调查问卷或测试结果）。

若您通过在线注册表单（如Success Factors工具）提交申请，将可清晰看到哪些数据为必填项、哪些为选填项。您可在“我的档案/我的候选人档案/删除档案/删除所有数据”板块，访问、编辑个人档案数据，亦可删除个人数据。

4、特殊类别的个人数据

根据您所在的司法管辖区及适用法律规定，若特定岗位有要求，我们可能会收集您的某些特殊类别个人数据，例如犯罪记录。此外，为考量招聘过程中是否需要为您提供适当的调整安排，我们也可能处理特殊类别个人数据，比如是否需要为您申请职位、参加线上/电话测评、出席面试/评估中心，以及（若录用）入职准备提供便利安排。

我们致力于为残障人士或有宗教信仰的求职者提供平等的就业机会，必要时将为其提供合理便利。为此，在以下情况下，我们也可能处理特殊类别个人数据：履行招聘相关法定义务（如遵守残障人士就业相关法律规定）、开展有实际意义的平等机会监测与报告、遵守其他适用的法律或监管要求。

5、个人数据的收集方式

我们通过以下渠道，收集网站用户及候选人的个人信息：

- ✓ 直接从您（网站用户/候选人）处收集，包括通过本网站，或您提交申请材料的其他渠道（如电子邮件、招聘会）；
- ✓ 当您访问我们的网站时，我们通过Cookie、网络信标及同类技术自动捕获相关信息。有关我们使用Cookie及其他追踪技术的更多信息，以及您如何管理此类技术，可查阅相关网站上的《Cookie声明》；
- ✓ 通过第三方收集，如招聘机构、您提供的推荐人；
- ✓ 在可获取的情况下，通过公开渠道收集您的个人数据，如职业社交网站、通用市场调研信息。

6、个人数据处理的目的及法律依据

我们收集您的个人数据，将用于以下用途：

a. 为您提供网站的各项功能服务

我们将为您提供网站的全部功能，包括浏览和申请职位、获取符合您条件的职位推荐、了解倍科的更多信息，以及正常操作和浏览本网站。我们基于合法利益处理您的个人数据，以维护和优化网站功能、提升用户互动体验、提高倍科人力资源项目的效率，且该合法利益将与您的权益进行合理平衡。

b. 为您创建账户并向我们申请职位

我们将通过为您创建账户、完善候选人档案，评估您的技能、资质是否符合所申请岗位的要求；我们可能会从您上传的简历中提取数据，对候选人档案的部分内容进行预填充。我们将通过处理个人数据，决定是否与您联系、向您发出面试邀约，或开展其他招聘及录用相关工作。若我们决定进一步考虑录用您或向您发出录用通知，可能会与您进行后续沟通，并在确认录用前核实您的推荐信。

除履行上述目的相关法定义务外，我们将基于“应您的要求采取的合同前措施”处理您的个人数据，即应您的请求，为评估与您建立潜在雇佣关系或签订实习协议所采取的必要步骤。若您未提供上述目的所需的个人数据，我们将无法处理您的申请或向您发出录用通知。

c. 为您推送匹配的空缺职位

我们将通过电子邮件，根据您的候选人档案，为您推送可能感兴趣的职位信息。此项数据处理基于您的同意，您可随时删除个人账户。若您未提供该项目所需的个人数据，将无法收到新职位推送，也无法参与我们未来的招聘流程。

若您向我们提供第三方的个人数据（如推荐人的信息、您推荐其他求职者时提交的其简历信息），您必须事先告知相关第三方，向其出示本隐私声明、说明其个人数据将依据本声明进行处理，并在必要时获得其同意。

d. 其他招聘相关工作及（若您获得录用）入职相关工作

我们将结合当前的职位空缺，评估您的技能、资质和求职意向；从社交媒体（如领英及其他同类平台）收集与您相关的公开信息；若向您发出录用通知，将对您的信息进行核实，并在法律允许的情况下开展背景调查；应您的请求，协助处理签证或工作许可相关事宜；开展其他与招聘或（若您获得录用）入职相关的工作。

我们将基于以下依据处理您的个人数据：应您的要求采取的合同前措施（即为评估与您建立潜在雇佣关系所采取的必要步骤）、履行法定义务（如处理您的国籍或签证信息，以遵守移民和就业相关法律），以及我们优化人力资源流程效率的合法利益。若您未提供该功能所需的个人数据，我们将无法处理您的申请或向您发出录用通知。

上述用途的实现，将遵循以下原则（包括但不限于）：

1. 调查问卷

作为招聘流程的一部分，我们可能会使用由Arçelik A.Ş.管理的Qualtrics平台，收集您对招聘流程的反馈意见。

尽管本调查问卷为匿名设计，但因存在间接识别的潜在风险，我们已作为预防措施与平台提供商签订《数据处理协议》。参与招聘的本地公司无权访问该等数据。

通过Qualtrics平台收集的任何个人数据，将依据《欧盟通用数据保护条例》第6条第1款f项处理，该条款基于我们的合法利益，我们需有效了解候选人的需求和期望，通过您的反馈优化招聘体验策略。参与

本调查问卷系自愿行为，您可在提交前随时选择放弃提交答案，未提供相关数据不会对您的求职申请产生任何不利影响。

2. 英语能力测评

我们可能会使用由Arçelik A.Ş.管理的国际英语水平测试（ITEP）平台，对您的英语语言能力进行客观评估。测评的目的是验证您是否具备所申请岗位所需的语言能力，该测试将通过选择题等形式，评估您的阅读理解、听力、口语、写作及语法等核心能力。

为开展本次测评，我们将在测试前或测试过程中，通过书面、视觉、电子及其他方式处理您的个人数据，具体包括：

- 为您在ITEP平台注册、发送考试邀请所需的个人数据（姓名、电子邮箱）；
- 您在ITEP平台提供的个人数据：注册或测试过程中填写的姓名、电子邮箱、电话号码、出生日期、教育水平、性别、母语、居住国家；若您授权ITEP访问麦克风或摄像头，平台将收集摄像头影像、语音录制资料、视频（如照片、口语作答录音、特定语言测试中的口语能力音频）；
- 您的英语测试成绩及相关详情；
- IP地址、设备/浏览器特征。

根据GDPR第6(1)(a)条，在征得您同意的情况下，才能访问参加英语测试前处理的视觉和音频记录。

您的国际英语水平测试成绩相关个人数据，将依据《欧盟通用数据保护条例》第6条第1款f项处理，即我们的合法权益，我们需客观验证候选人是否符合岗位规定的核心语言要求，从而选拔最适合的人选。

您的相关数据仅用于招聘目的，具体包括：

- 确保考试成绩的安全性和准确性而核实您的身份；
- 客观评估您的英语水平；
- 核实您是否满足岗位的语言要求；
- 标准化评估流程，实现对候选人能力的公平对比；
- 高效核实候选人资质，简化招聘流程。

参与您招聘流程的 Beko Europe 关联实体和其他本地实体的招聘人员有权访问您的测试数据，其权限仅限于创建测试申请、查看您的测试成绩。他们无权调整服务器设置或数据保留规则。

3. 能力、认知水平及求职动机测评

我们使用由Arçelik A.Ş.管理的光辉国际（Korn Ferry）平台，开展综合测评并创建候选人档案，通过统一的评估标准，对候选人的能力、特质、求职动机及认知水平进行测评。

我们不会将基于候选人作答生成的测评分数，作为候选人进入后续招聘环节的判定依据。所有候选人无论分数如何，均可进入下一环节；该候选人档案仅用于突出候选人的优势和待提升领域，并在面试中作进一步探讨。招聘人员将查阅每份档案，结合测评结果设计针对性的面试问题。

本次测评相关个人数据（包括您的姓名、电子邮箱及测试/测评成绩）的处理，基于我们的合法权益——结合其他选拔标准（如面试表现、相关工作经历等），评估候选人的能力、衡量其专业技能，为招聘决策提供支持（依据《欧盟通用数据保护条例》第6条第1款f项）。

平台提供商（光辉国际）作为我们的外包数据处理方，负责平台托管、技术安全保障，并受合同约束保护您的个人数据；光辉国际的工作人员仅可为提供技术支持访问相关数据，不参与候选人评估或招聘决策。**Arçelik A.Ş.**作为平台内数据的运营控制方和管理员，负责平台的使用管理；参与您招聘流程的招聘人员，有权创建测试申请、查看您的测评结果，以评估您的申请。

此外，在以下情况下，我们可能还会在我们认为必要时处理个人数据：

- （1） 如果我们确定您发生了违反政策的行为，为维护我们的权利或履行协议；
- （2） 为维护集团公司及其关联方的权利和财产，需要识别、联系相关方或采取法律行动；
- （3） 维护我们的权利，或防范对我们系统的未授权访问，以及对我们的服务、产品或其他业务的不当使用；
- （4） 为遵守法律、法规、法院判决、传票，或主管机关的其他信息调取要求；
- （5） 为保护您及他人的安全，
- （6） 以及协助我们开展欺诈防范或调查工作，

所有这些均基于我们继续开展商业活动及保护自身权的合法权益。

7、自动化决策

作为招聘流程的一部分，我们使用光辉国际提供的自动化测评工具，根据所选岗位的胜任力模型生成面试题；招聘人员可选择预设的胜任力模型，或根据公司招聘政策选择相关能力维度，创建自定义模型。

但系统不会根据测评分数自动决定候选人是否进入下一环节，测评分数仅为综合评估流程的其中一项参考依据。整体匹配度分数及候选人的基础档案，仅作为评估流程的一部分；最终候选人是否进入下一环节或被淘汰，由招聘团队决定，招聘团队将依据公司招聘政策，结合面试表现、资质、工作经历及其他相关信息，综合审查评估结果。我们的所有招聘决策均不会仅基于自动化进行处理，每个环节均有人为判断参与。

8、数据访问主体

根据您选择的求职申请流程，我们将基于“知其所需”的原则，为相关主体开放您的个人数据访问权限。

若您通过在线注册表单（如Success Factors工具）提交申请，以下人员将直接参与招聘流程（如查阅您的个人数据）：

1. 若您选择“仅让负责我所申请职位的招聘人员查看我的档案”，则您所申请公司的本地人力资源团队，以及该职位的负责人将有权访问您的个人数据；
2. 若您选择“让我居住国的所有集团公司查看我的档案”，则您居住国所有集团公司的本地人力资源

团队，以及这些主体中空缺职位的负责人将有权访问您的个人数据；

3. 若您选择“让全球所有集团公司查看我的档案”，则全球所有集团公司的本地人力资源团队，以及这些主体中空缺职位的负责人将有权访问您的个人数据。

除此之外，以下团队亦可能有权访问您的个人数据：

- a) **Arçelik A.Ş.**的相关人才招聘人力资源团队：无论其是否直接参与上述第2、3点的候选人选拔工作，在上述所有情形（第1-3点）下，该团队均有权访问数据，以支持招聘流程开展，包括监督法律要求及内部组织、报告规则的遵守情况；
- b) **Arçelik A.Ş.**的相关人力资源团队及招聘负责人：在招聘流程需要其介入时；
- c) **Koç Holding A.Ş.**及**Arçelik A.Ş.**的员工（如信息技术人员）：负责招聘工具/平台账户管理的信息技术支持及团队（可能有权访问所有招聘流程相关数据）；
- d) **Koç Holding A.Ş.**、**Arçelik A.Ş.** 和 **Beko Europe**的相关法律与合规团队：仅在特殊情况下有权访问，例如需要核查招聘流程的合规性。

9、向第三方共享个人数据的情形

在以下情况下，我们可能需要将您的个人数据共享给第三方：

推荐人（外部推荐）

在您的求职申请流程中，我们将与您指定的推荐人取得联系，了解您过往的工作经历和表现，此过程可能会向其传递您的部分个人数据。

内部推荐（集团公司内部推荐）

在您所推荐求职者的求职申请流程中，我们将与您取得联系，了解该候选人过往的工作经历和表现。

服务供应商

我们可能会将您的个人数据传递给为我们提供求职申请相关服务的公司，例如为系统开发和技术支持提供服务的信息技术提供商，或线上招聘工具供应商。

商业合作伙伴

若求职申请流程有需要，我们可能会向商业合作伙伴披露您的个人数据，如招聘流程顾问、招聘机构、招聘会主办方、高校，以及受我们委托开展背景调查的公司。

法律要求的第三方

若为履行法定义务、遵守司法机关/公共机构/政府部门的决定，或为维护国家安全、执法工作及其他重大公共利益，我们可能会向第三方披露您的个人数据。

业务出售相关的第三方

若我们进行资产出售或转让，或参与合并、合资、转让、处分全部或部分业务、资产或股份（包括破产或类似程序），我们可能会将您的个人数据作为交易的一部分，传递给一个或多个第三方。

经您同意的其他第三方

若您同意，我们也可能将您的个人数据共享给其他第三方。

我们所有的第三方服务提供商，均被要求采取适当的安全措施，按照我们的政策保护您的个人数据；我们禁止第三方服务提供商将您的个人数据用于其自身目的，仅允许其按照我们的指示，为特定目的处理您的个人数据。

10、联合数据控制相关细节

联合数据控制适用于本声明第一条载明的情形，联合控制下的数据访问范围及规则详见本声明第八条。

本声明中“其他公司”指第一条载明的倍科关联实体及Koç Holding A.Ş.

《欧盟通用数据保护条例》相关义务	责任主体
第5条 数据保留与删除	招聘工具/平台中存储的数据：Arçelik A.Ş. 或Koç Holding A.Ş.; 招聘工具/平台外存储的数据：各主体对其负责的候选人数据承担责任
第5条 确定收集数据的范围	Arçelik A.Ş.与其他联合控制方协商确定
第6条 数据处理的法律依据要求	Arçelik A.Ş.与其他联合控制方协商确定
第13-14条 告知个人数据联合处理的相关信息	Arçelik A.Ş.

第12条及15-22条 数据主体对联合控制方处理的个人数据所享有的权利	Arçelik A.Ş.建立并运营与数据主体的沟通渠道。 各主体对其负责的候选人，接收并回应数据主体的请求且予以执行 特殊情况下，当需要介入时，Arçelik A.Ş.相关法律与合规团队负责
第30条 数据处理活动记录	各主体对其负责的候选人数据进行记录
第26条第2款 提供联合控制协议的核心内容	Arçelik A.Ş.
第28条 与信息技术提供商签订数据处理协议	Arçelik A.Ş. 或 Koç Group （依信息技术系统而定）
第32条 数据处理的安全性	招聘工具/平台中存储的数据：Arçelik A.Ş.或Koç Group，取决于工具（技术方面）；各联合控制方（负责告知员工平台安全使用原则） 招聘工具/平台外存储的数据：各主体对其负责的候选人数据承担责任
第33-34条 向主管机关及数据主体通知个人数据泄露事件	各主体对其负责的候选人数据相关泄露事件承担责任

尽管有上述约定，数据主体仍可向任一联合控制方行使其在本条例项下的权利。

11、向欧洲经济区以外地区传输数据

考虑到有权访问您数据的主体（包括第三方）的所在地，您的个人数据可能会被传输至您的居住国或国籍国以外的地区。具体而言，您的个人数据接收方可能位于欧洲经济区、英国或您的居住国以外的国家，这些国家的数据保护法律可能与您所在国存在差异。

其中，您的个人数据可能会传输至我们的关联公司，包括均位于土耳其的Arçelik A.Ş. 和 Koç Holding A.Ş.，该传输基于欧盟委员会批准的标准合同条款，并已纳入《集团内部数据传输协议》。

在将您的个人数据传输至欧洲经济区、英国或您的居住国（如适用）以外的地区前，我们将采取保障措施，确保该等数据获得与欧洲经济区、英国或您的居住国（如适用）适用数据保护法同等水平的保护，包括在适当情况下采用欧盟委员会批准的标准合同条款。您可通过本声明“[如何联系我们](#)”部分提供的表单，联系我们获取该等条款的副本。

12、个人数据的安全保护

我们已采取适当的安全措施，防止您的个人数据意外丢失、被未授权使用/访问、篡改或泄露；同时，我们仅向有业务需求的员工、代理人、承包商及其他第三方开放您的个人数据访问权限，上述主体仅可按照我们的指示处理个人数据，并承担保密义务。

我们亦制定了个人数据安全泄露的处理流程，若发生疑似数据安全泄露事件，在法律有要求的情况下，我们将及时通知您及相关监管机构。

13、个人数据的保留期限

作为数据删除政策的一部分，我们会综合考量各司法管辖区的删除要求，并制定了相应流程：当个人数据不再为实现其存储目的所需时，我们将对其进行删除或匿名化处理（除非您撤回申请、删除个人账户或要求我们删除数据）。

若您的申请获得批准并被我们录用，您的个人数据将被转移至员工人事档案，并依据适用法律及《员工隐私声明》进行处理和保留，该声明将另外向您提供。

背景调查过程中收集的数据，也仅在实现上述目的所需的期限内保留，并遵守相关法律要求。

若涉及未决诉讼、主管机关的调取要求，或其他适用法律规定，您的档案可能会被更新，相关数据也可能被保留。

有关具体数据保留期限的更多信息，您可通过本声明下方“[如何联系我们](#)”部分提供的表单联系我们。

14、您对个人数据所享有的权利

在符合您所在地区适用数据保护法规定的情况下，在特定情形中，您有权行使以下权利：

- [获知](#)您个人数据的处理目的及方式；
- [请求访问](#)个人数据（通常称为“[数据主体访问请求](#)”），即获取我们所持有的您的个人数据副本；
- [请求更新或更正](#)不完整、不准确的个人数据；

- 若我们基于合法利益（或第三方合法利益）处理您的个人数据，您可基于自身特定情况，提出**反对处理**的请求；在某些情况下，我们可证明存在优先于您的权利和自由的、令人信服的合法处理理由，该情况下您的反对请求可能不被支持；
- **请求限制个人数据的处理**，即要求我们暂停处理您的个人数据（例如，您要求我们核实数据的准确性或处理的合理性时）；
- **要求我们以结构化、通用、机器可读的格式**，提供您向我们提交的与您相关的个人数据，并要求将该等数据传输至另一主体（通常称为“**数据可携带权**”）；
- **请求删除个人数据**，即要求我们在无正当理由继续处理的情况下，删除或移除您的个人数据；若您行使了反对处理的权利，也可要求我们删除或移除相关个人数据；
- **获取关于第三方**（您的数据已与其共享）的信息；
- **随时撤回已给予的个人数据处理同意**，具体方式如下：

a) 联系我们（详情见下文）；

b) 通过招聘平台操作：您可在“我的档案/我的候选人档案/删除档案/删除所有数据”板块删除个人数据。

撤回同意不影响撤回前基于该同意进行的处理行为的合法性；

- **不受仅基于自动处理而产生法律效力的决定的约束**，也不审查仅基于个人信息自动处理而作出的决定。

为确认您的身份、保障您访问个人数据（或行使其他权利）的合法性，我们可能会要求您提供特定信息，这是为防止个人数据向无权接收方披露所采取的另一项安全措施。

除行政或法律救济途径外，若您认为我们的个人数据处理行为违反数据保护法，有权向相关主管机关投诉。

若可行，您可通过本声明“**如何联系我们**”部分提供的表单，行使上述权利（及适用数据保护法规定的其他权利）。

15、第三方网站及内容

您通过本网站链接访问的第三方站点，其隐私政策可能要求较低，我们无法控制该等政策。建议您在向该等站点提供任何个人数据前，仔细阅读其隐私声明。有关我们使用Cookie及其他追踪技术的更多信息，以及您如何管理此类技术，可查阅相关网站上的《Cookie声明》。

16、Cookie及其他追踪技术

我们或我们的服务供应商，可能会在本网站使用Cookie、网络信标、日志文件及同类技术。其中：网络信标是一种电子图像，可帮助我们统计访问特定内容的用户数量，并访问特定Cookie；日志文件是用于记录网络活动、收集您访问/使用本网站的非个人统计信息的文件；Cookie是您访问本网站网页时，下载

至您设备的小型文件，包含您及您访问本网站的相关信息。Cookie被广泛用于保障网站正常运行、识别唯一用户、分析用户与网站的交互情况。

有关我们使用Cookie及其他追踪技术的更多信息，可查阅相关网站上的《Cookie声明》。

17、Cookie的管理方式

您可随时更改浏览器设置，拒绝接受Cookie，更多关于阻止Cookie的方法，可访问<http://www.allaboutcookies.org/>。请注意，若您完全阻止Cookie，许多网站将无法正常运行，本网站的部分功能也将无法使用。

有关Cookie管理的更多信息，可查阅相关网站上的《Cookie声明》。

18、联系方式

若您对我们的个人数据处理方式，或本隐私声明有任何疑问，可通“**表单**”联系我们。

若您希望提出投诉，也可按下文“监管机构”部分的说明，联系相应的数据保护主管机关。

您也可通过该表单，联系并咨询负责贵组织数据保护合规工作的数据保护官（DPO）或本地隐私负责人（LPR）的相关信息，该表单为所有联合控制方的通用联系渠道。若您希望联系集团内特定公司，可向我们发送申请，我们将为您提供该公司的联系方式。

依据《欧盟通用数据保护条例》第27条规定，我们在欧洲经济区的代表为倍科波兰有限公司（Beko S. A.），注册地址为波兰华沙市普拉乌斯卡街366号（邮编02-819），在华沙地区法院国家法院登记处第十三经济部门的企业注册编号为KRS 0000078147，税务登记号（NIP）为525 207 35 73。

您可直接联系上述数据控制方，或通过电子邮箱representativegdpr@beko.com联系我们的欧洲经济区代表。

19、监管机构

数据保护主管机关是独立的公共机构，通过调查和纠正权，监督数据保护法的实施；为数据保护相关问题提供专业建议，并处理针对违反数据保护法行为的投诉。

一般而言，数据保护相关问题的主要联系方为相关公司/组织所在国的主管机关；但若该公司/组织在多个国家处理数据，或为在不同国家设立的集团公司的一部分，该主要联系方也可能为其他国家的主管机关。

欧洲经济区各国的国家数据保护主管机关信息，可通过点击“**此处**”查询；

英国信息专员办公室（ICO）的联系方式，可通过点击“**此处**”查询；

瑞士联邦数据保护和信息专员办公室的联系方式，可通过[相关链接]查询。

二十、本隐私声明的修订

我们将对本隐私声明进行定期审核，并可能不时更新，以反映我们隐私政策的变更。本隐私声明的任何变更，将在相关工具平台发布，建议您定期查阅，以获取我们隐私政策的最新信息。

本隐私声明最后更新日期：21.07.2026.