

General Candidate Disclosures

Review the global disclosure(s) first. Then, select the country where you are applying for employment to review country specific disclosures.

General Declaration

I hereby declare that the information given by me in this Employment Application is true, complete and correct to the best of my knowledge. I further declare that I have disclosed all the information required in this application and that I have not withheld any material, fact or information which may affect my application. I understand I must promptly update my information as and when there are any changes. This declaration shall, if I am employed by Diebold Nixdorf, constitute an integral part of my contract of employment. I agree and accept that any deliberate and significant misrepresentation or omission discovered after hiring may render my appointment liable to termination without notice or payment in lieu of notice.

By submitting this application, I consent to Diebold Nixdorf's processing of the information I provide, including my personal data and/ or any special or sensitive personal data comprised in my application, for the purposes of assessing my application, such processing to be carried out in accordance with applicable law and as further described in the Diebold Nixdorf Candidate Privacy Notice (the "Notice"), and to include, where relevant, the carrying out of background and screening checks as described in the Notice.

Click on the appropriate country below to find country specific applicable agreement text:

[United States](#)



United States

Equal Employment Opportunity Statement

Diebold Nixdorf, Incorporated is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, marital status, age, national origin, genetic information, disability or protected veteran status.

Americans with Disabilities Act

If you require an accommodation to assist you with the application and selection process, including application completion, interviewing and any pre-employment assessments due to a condition covered by the Americans with Disabilities Act, as Amended, (ADA) Diebold Nixdorf will work with you to offer you a reasonable accommodation. A request for an accommodation will not impact your opportunities for employment with Diebold Nixdorf. You are not required by Diebold Nixdorf or the ADA to inform Diebold Nixdorf about the need for any reasonable accommodation during the application and selection process.

If you would like to request an accommodation in completing an application through our online system, please send an email to talentacquisition@dieboldnixdorf.com.

Please provide Diebold Nixdorf with your name, a phone number, email address or other means of contacting you, and a brief description of the requested accommodation. We will contact you to discuss your request.

Alternative formats of this Notice are available to individuals with a disability. Please contact talentacquisition@dieboldnixdorf.com for assistance.

Notice At Collection For California Applicants

Diebold Nixdorf, Incorporated (the “**Company**”) is providing you with this Notice At Collection For California Applicants (“**Notice**”) to inform you about:

1. the categories of Personal Information that the Company collects about applicants who reside in California; and
2. the purposes for which the Company uses that Personal Information.

For purposes of this Notice,

- “**Personal Information**” means information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a natural person that the Company collects about its applicants, who reside in California, in their capacity as applicants for positions with the Company.

1. Identifiers and Professional Or Employment-Related Information

1.1 **Personal Information Collected:** The Company collects identifiers and professional or employment-related information, including the following:

Identifiers: real name, nickname or alias, postal address, telephone number, e-mail address, signature, online identifier, and Internet Protocol address

Professional or Employment-Related Information: evaluations, membership in professional organizations, professional certifications, and employment history.

1.2 **Purposes of Use:**

Recruiting:	
<ul style="list-style-type: none"> • To evaluate applicants' qualifications for employment with the Company • To communicate with applicants • For diversity and inclusion purposes • To arrange and manage Company sponsored events • To create a talent pool for future job openings • For recordkeeping purposes 	<ul style="list-style-type: none"> • To demonstrate applicants' agreement to, or acceptance of, documents presented to them, e.g., pre-employment arbitration agreement, acknowledgement of employment application, offer letter • To evaluate and improve the recruiting process
Monitoring, Security, And Compliance:	
<ul style="list-style-type: none"> <input type="checkbox"/> To monitor use of Company information systems and other electronic resources <input type="checkbox"/> To conduct internal audits <input type="checkbox"/> To conduct internal investigations <input type="checkbox"/> To protect the safety and security of the Company's facilities 	<ul style="list-style-type: none"> • To administer the Company's ethics and compliance hotline • To report suspected criminal conduct to law enforcement and cooperate in investigations

2. Personal Information Categories From Cal. Civ. Code §1798.80(e)

The Company collects categories of Personal Information listed in Cal. Civ. Code §1798.80(e) (other than those already listed in "Identifiers," above) as follows for the purposes listed below:

Medical information to conduct fitness-for-duty examinations.

3. Characteristics Of Protected Classifications Under California Or Federal Law

The Company collects information about race, national origin, disability, sex, and veteran status as necessary to comply with legal obligations, including the reporting requirements of the federal Equal Employment Opportunity Act, the federal Office of Contracting Compliance Programs (applicable to government contractors), and California's Fair Employment and Housing Act.



The Company also collects the following characteristics (in addition to those listed above) for its diversity and inclusion programs: (a) religion (includes dress and grooming practices and encompasses all aspects of religious belief, observance and practice); (b) sex (includes gender, pregnancy, childbirth, breastfeeding, or related medical conditions; also, sexual orientation); (c) disability; (d) gender identity; (e) gender expression; (f) marital status; (g) age, (h) familial status. The Company also uses this Personal Information for purposes including: disability, familial status, marital status, and pregnancy, childbirth, breastfeeding, and related medical conditions as necessary to comply with the Family Medical Leave Act and California law; military and veteran status as necessary to comply with leave requirements under applicable law; age incidentally to the use of birth date for birthday celebrations and identity verification; religion and pregnancy, childbirth, breastfeeding, and related medical conditions as necessary for accommodations under applicable law; national origin as necessary to comply with immigration laws; and marital status and familial status as necessary to provide benefits and for tax purposes. The Company collects this category of Personal Information on a purely voluntary basis and uses the information only in compliance with applicable laws and regulations.

4. Sensory Or Surveillance Data

4.1 Personal Information Collected: The Company collects sensory or surveillance data, including the following: audio/visual recordings of interviews and footage from video surveillance cameras.

4.2 Purposes of Use: to protect the safety and security of the Company's facilities and personnel through video surveillance, to evaluate the applicant's suitability for employment, to monitor compliance with Company policies, and to provide training.

5. Education Information

5.1 Personal Information Collected: The Company collects education information, including the following: academic transcripts, educational discipline records, and academic counseling records.

5.2 Purposes of Use: to evaluate applicants' qualifications for employment with the Company and to conduct a pre-employment background check.

6. Profile Data

6.1 Personal Information Collected: The Company collects profile data, including examinations or testing which creates a profile about an individual reflecting the individual's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

6.2 Purposes of Use: to evaluate applicants' qualifications for employment with the Company.

Purposes Potentially Applicable To Any Of The Categories Of Personal Information Listed Above

The Company also may use applicants' Personal Information to facilitate administrative functions and information technology operations and for legal reasons and corporate transactions. These functions include, but are not limited to the following:

- to manage and operate information technology and communications systems, risk management and insurance functions, budgeting, financial management and reporting, strategic planning;
- to manage litigation involving the Company, and other legal disputes and inquiries and to meet legal and regulatory requirements;

- in connection with a corporate transaction, sale, or assignment of assets, merger, divestiture, or other changes of control or financial status of the Company or any of its subsidiaries or affiliates; and
- to manage licenses, permits and authorizations applicable to the Company's business operations.