

Privacy Notice – Applicants

Notice Statement

As part of any recruitment process, Well-Safe Solutions (Well-Safe) collects and processes personal data relating to job applicants. We are committed to being transparent about how we collect and use that data and to meeting our data protection obligations.

1. The Kind of Information We Hold About You

Well-Safe collects a range of information about you including:

- Personal contact details such as name, title, addresses, contact details (including email address and telephone number(s))
- Details of your qualifications, skills, experience and employment history
- Information about your current level of remuneration, including any benefits entitlements
- Whether or not you have a disability for which the Company needs to make reasonable adjustments during the recruitment process
- Information about your entitlement to work in the UK

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3. The Way We Will Collect Your Personal Information

Your information is collected in different ways, for example, data might be contained in application forms, CV's, passport or other identity documents, or collected through the interviews which are held and any other forms of assessment such as online testing.

Well-Safe will also collect personal data about you from third parties such as references supplied by former employers. Well-Safe Solutions will seek information from third parties only once a job offer has been made to you and we will confirm that we are taking up references.

4. Where We Will Keep Your Personal Information

The data we collect will be stored in a range of different places, including on your application record, in HR files and systems and on other IT systems (including email). Well-Safe will hold your data on file for 6 months in line with the relevant duration of our recruitment process.

If your application is unsuccessful, at the end of our recruitment process, your data will be deleted or destroyed.

If you are successful in your application for employment, personal data gathered during the recruitment process will be transferred to your personal file and retained in accordance with Company policies. You will be provided a new Employee Privacy Notice at that time.

5. Why We Process Your Personal Information

Well-Safe needs to process data to take steps at your request prior to entering into a contract with you and again if we do enter into a contract with you.

Sometimes we need to process data to ensure that we are complying with legal obligations, for example, we are required to check an applicant's eligibility to work in the UK prior to any employment starting.

We have a legitimate interest in processing personal data during the recruitment process and keeping records of that process. By processing data from job applicants, we can manage recruitment processes, assess and confirm your suitability for employment and make decisions on job offers. There are times when we may need to process data from job applicants in the response to and defence of any legal claims which may be brought.

We have assessed and believe that in addition to our interests, it is in your interests for us to retain your personal information in relation to any suitable future employment opportunities which you may be interested in. If you object to us retaining your information you can object by writing to the Legal and Commercial Director.

We will not use your data for any purpose other than the recruitment exercise for which you have applied.

6. Who Has Access to Your Data

Your information will be shared for the purposes of the recruitment exercise, this includes sharing with members of the HR and recruitment team including the recruitment team of any third-party Company who has the vacancy, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to any of the data is necessary for the performance of their roles.

We will not share your data with third parties unless you are aware that your application is for employment with a third-party Company, until your application for employment is successful and you receive an offer of employment. We will then share your data with former employers to obtain references for you.

We do not transfer your data to countries outside the European Economic Area (EEA).

7. Data Security

Well-Safe takes the security of your data very seriously and has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed and is not accessed except by its employees and 3rd party providers in the legitimate performance of their duties in relation to the recruitment process.

8. Your Rights

As a data subject, you have several rights, you can:

- Access and obtain a copy of your data on request;
- Require the organisation to change incorrect or incomplete data;
- Require the organisation to delete or stop processing your data where the data is no longer necessary for the purposes of processing;
- Object to the processing of your data where we are relying on our legitimate interests as the legal ground for processing; and
- Ask us to stop processing data for a period of data is inaccurate or there is a dispute about whether or not your interests override the Company's legitimate grounds for processing data

If you would like to exercise any of these rights, please contact the Legal and Commercial Director. You can also contact this person to request a Subject Access Request Form (SAR) if you wish to make a SAR.

If you believe that the organisation has not complied with your data protection rights, you can complain to the Information Commissioner's Office (ICO).