



<b>Company Name:</b>	Global Logistics Staff Limited ('The Company')
<b>Policy Name:</b>	Privacy Notice
<b>Date:</b>	06/01/2024

## **Introduction**

The Company is a recruitment business which provides work-finding services to its clients and work-seekers. The Company must process personal data (including sensitive personal data) so that it can provide these services – in doing so, the Company acts as a data controller.

You may give your personal details to the Company directly, such as on an application or registration form or via our website, or we may collect them from another source such as a jobs board. The Company must have a legal basis for processing your personal data. For the purposes of providing you with work-finding services and/or information relating to roles relevant to you we will only use your personal data in accordance with the terms of the following statement.

## **Company Contact Details**

Sarah Little (Data Protection Officer) Global, Unit 5, Prospect House, 3 Stanley Boulevard, Hamilton International Technology Park, Blantyre, G72 0BN. 0141 648 9588

## **Collection and use of personal data**

### **Purpose of processing and legal basis**

The Company has collected your personal data (which may include sensitive personal data) and will process your personal data for the purposes of providing you with work-finding services. The legal bases we rely upon to offer these services to you are:

- Consent
- Legitimate interest
- Legal obligation
- Contractual obligation

### **Categories of data**

The Company has collected the following personal data on you:

Personal data:

- Name/contact details
- CV
- Driving Licence details

Sensitive personal data:

- Disability/Health Conditions
- Criminal Convictions
- Proof of ID Documents

### **Legitimate interest**

Where the Company has relied on a legitimate interest to process your personal data our legitimate interests is/are as follows:

- Information sent on a CV or obtained through a Job Board
- HMRC

### **Recipient/s of data**

The Company may process your personal data and/or sensitive personal data with the following recipients:

- Orbital Ltd, Unity Contracting Ltd, Bullhorn, Sirenum, HMRC, My Wage,

### **Data Retention**

The Company will retain your personal data only for as long as is necessary. Different laws require us to keep different data for different periods of time.

The Conduct of Employment Agencies and Employment Businesses Regulations 2003, require us to keep work-seeker records for at least one year from (a) the date of their creation or (b) after the date on which we last provide you with work-finding services.

We must also keep your payroll records, holiday pay, sick pay and pensions auto-enrolment records for as long as is legally required by HMRC and associated national minimum wage, social security and tax legislation.

- Where the Company has obtained your consent to process your personal and sensitive personal data:
  - Name
  - Date of birth
  - Contact details, including telephone number, email address and postal address
  - Experience, training and qualifications
  - CV
  - National insurance number
  - Driving Licence
  - Digi Card
  - CPC Card
  - DVLA Licence Check Code
  - Disability/health condition relevant to the role
  - Criminal conviction

We will do so in line with our retention policy, upon expiry of that period the Company will seek further consent from you. Where consent is not granted the Company will cease to process your personal data/ and sensitive personal data.

## Your rights

Please be aware that you have the following data protection rights:

- The right to be informed about the personal data the Company processes on you.
- The right of access to the personal data the Company processes on you.
- The right to rectification of your personal data.
- The right to erasure of your personal data in certain circumstances.
- The right to restrict processing of your personal data.
- The right to data portability in certain circumstances.
- The right to object to the processing of your personal data that was based on a public or legitimate interest.
- The right not to be subjected to automated decision making and profiling; and
- The right to withdraw consent at any time.

Where you have consented to the Company processing your personal data/ and sensitive personal data you have the right to withdraw that consent at any time by contacting Sarah Little (Data Protection Officer) Global, Unit 5, Prospect House, 3 Stanley Boulevard, Hamilton International Technology Park, Blantyre, G72 0BN 0141 648 9588, [slittle@global-rg.co.uk](mailto:slittle@global-rg.co.uk)

## Source of the personal data

The Company sourced your personal data/sensitive personal data by the following means:

- CV Search on Job Boards
- Applications

This information did not come from a publicly accessible source.

## Complaints or queries

If you wish to complain about this privacy notice or any of the procedures set out in it please contact: Sarah Little (Data Protection Officer) Global, Unit 5, Prospect House, 3 Stanley Boulevard, Hamilton International Technology Park, Blantyre, G72 0BN 01416489588, [slittle@global-rg.co.uk](mailto:slittle@global-rg.co.uk)

You also have the right to raise concerns with Information Commissioner's Office on 0303 123 1113 or at <https://ico.org.uk/concerns/>, or any other relevant supervisory authority should your personal data be processed outside of the UK, if you believe that your data protection rights have not been adhered to.

Signed: *G Murphy*

Print Name: George Murphy

Position: Managing Director

Date: 06/01/2024

## ACCOUNTABILITY, DOCUMENT AND VERSION CONTROL

This document is effective from:	06/01/2024
This document is approved by:	George Murphy, Managing Director
For questions or queries about this document, contact:	compliance@global-rg.co.uk

The following table details any updates, changes or developments made to this document: <b>Version Number</b>	<b>Detail</b>	<b>Date</b>	<b>Approved by</b>
1	Version 1 original policy issued	06/04/2020	Sarah Little Compliance Manager
2	Version 2 amended to clearview standards	06/01/2021	George Murphy, Managing Director
3	Change of Address and company names whom data is shared.	06/01/2024	George Murphy, Managing Director