

GDPR Candidate Privacy Notice

What is the purpose of this document?

Brigade Electronics Group PLC and Brigade Electronics UK Limited] are "data controllers". This means that we are responsible for deciding how we hold and use personal information about you. You are being sent a copy of this privacy notice because you are applying for work with us (whether as an employee, worker or contractor). It makes you aware of how and why your personal data will be used, namely for the purposes of the recruitment exercise, and how long it will usually be retained for. It provides you with certain information that must be provided under the General Data Protection Regulation ((EU) 2016/679) (GDPR).

Data protection principles

We will comply with data protection law and principles, which means that your data will be:

- Used lawfully, fairly and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept securely.


The kind of information we hold about you

In connection with your application for work with us, we will collect, store, and use the following categories of personal information about you:

- The information you have provided to us in your curriculum vitae and covering letter including name, title, address, telephone number, personal email address, date of birth, gender, ethnicity, employment history, qualifications, any reference to family members, right to work status, and any other personal details (achievements/travel history);
- Copy of your passport and/or driving licence;
- Any information you provide to us during an interview.
- Job specific testing applies, which may include a practical test and or a presentation

We may also collect, store, and use the following types of more sensitive personal information:

- Information about your race or ethnicity, religious beliefs, sexual orientation, disability, and political opinions.

	Document title GDPR Candidate Privacy Notice		Page 1 of 5
	Revisi on no. 1	Issue Date September 2020	

- Information about your health, including any medical condition, health, and sickness records.
- Information about criminal convictions and or driving offences.

How is your personal information collected?

We collect personal information about candidates from the following sources:


- You, the candidate.
- Recruitment agencies, generally from our Preferred Supplier List, from which we collect the following categories of data: CV, right to work in the UK, references, contact details (email/phone).

HireRight background check provider, from which we collect the following categories of data:

Checks	Basic	Standard	Senior
1 Activity History: 5 Years	✓	✓	✓
2 Address verification	✓	✓	✓
3 Credit check	✓	✓	✓
4 Employment verification	✓	✓	✓
5 Global watchlist check	✓	✓	✓
6 ID document verification	✓	✓	✓
7 International criminal record search	✓	✓	✓
8 UK regional criminal record check – eBasic Disclosure	✓	✓	✓
9 Academic verification		✓	✓
10 Professional qualifications verification		✓	✓
11 Adverse media search (International)			✓
12 Directorship search (International)			✓
13 Directorship search (UK)			✓

Point 8) in the above table refers to a Basic Disclosure and includes a search carried out to identify un-spent convictions recorded against the candidate in the UK.

- Your named referees. data. Whilst we take up references via HireRight as a standard process, there are some instances of character references being taken up for some roles.
- The following data from third parties is from a publicly accessible source: LinkedIn, internet searches. On some occasions third party job boards are used for candidate searches.

	Document title GDPR Candidate Privacy Notice		Page 2 of 5
	Revisi on no. 1	Issue Date September 2020	

How we will use information about you

We will use the personal information we collect about you to:

- Assess your skills, qualifications, and suitability for the role].
- Carry out background and reference checks, for all successful applicants, the level of which depends upon the seniority of the role and the access the role has to business data.
- Communicate with you about the recruitment process.
- Keep records related to our hiring processes.
- Comply with legal or regulatory requirements.

It is in our legitimate interests to decide whether to appoint you to the role since it would be beneficial to our business to appoint someone to that role.

We also need to process your personal information to decide whether to enter into a contract of employment with you.

Having received your CV and covering letter, we will then process that information to decide whether you meet the basic requirements to be shortlisted for the role. If you do, we will decide whether your application is strong enough to invite you for an interview. If we decide to call you for an interview, we will use the information you provide to us at the interview to decide whether to invite you for a second interview and following that whether to offer you the role. If we decide to offer you the role, we will then take up background checks using our external provider HireRight.


If you fail to provide personal information

If you fail to provide information when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), we may not be able to process your application.

How we use particularly sensitive personal information

We will use your particularly sensitive personal information in the following ways:

- We will use information about your disability status to consider whether we need to provide appropriate adjustments during the recruitment process, for example whether adjustments need to be made during a test or interview or if you have specific needs to access any of our buildings. We will use information about your race or national or ethnic origin, religious, philosophical, or moral beliefs, or your sexual life or sexual orientation, to ensure meaningful equal opportunity monitoring and reporting.

	Document title GDPR Candidate Privacy Notice		Page 3 of 5
	Revisi on no. 1	Issue Date September 2020	

Information about criminal convictions

We do not envisage that we will process information about criminal convictions, other than where specified above in point 8) of the HireRight Basic Disclosure background check.

- Background checks are conducted dependent upon role specific needs and are defined in the above table. All levels include the criminal record check.

Automated decision-making

You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making.

Data sharing

Why might you share my personal information with third parties?

We will only share your personal information with the following third parties for the purposes of processing your application: Background checking and personality profiling. All our third-party service providers and other entities in the group are required to take appropriate security measures to protect your personal information 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.

Data security


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

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

Data retention

How long will you use my information for?

We will retain your personal information for a period of 12 months after we have communicated to you our decision about whether to appoint you to a. We retain your personal information for that period so that we can show, in the event of a legal claim, that we have not discriminated against candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. After this period, we will securely destroy your personal information in accordance with our data retention policy.

	Document title GDPR Candidate Privacy Notice		Page 4 of 5
	Revisi on no. 1	Issue Date September 2020	

If we wish to retain your personal information on file, on the basis that a further opportunity may arise in future and we may wish to consider you for that, we will write to you separately, seeking your explicit consent to retain your personal information for a fixed period on that basis.


Rights of access, correction, erasure, and restriction

Your rights in connection with personal information

Under certain circumstances, by law you have the right to:

- **Request access** to your personal information (commonly known as a "data subject access request"). This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.
- **Request correction** of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
- **Request erasure** of your personal information. This enables you to ask us to delete or remove personal information 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 information where you have exercised your right to object to processing (see below).
- **Object to processing** of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. You also have the right to object where we are processing your personal information for direct marketing purposes.
- **Request the restriction of processing** of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
- **Request the transfer** of your personal information to another party.

If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data, or request that we transfer a copy of your personal information to another party, please contact The Human Resources Department in writing.

	Document title		Page 5 of 5
	GDPR Candidate Privacy Notice		
Revisi on no. 1	Issue Date September 2020	Classification Internal	