



## GDPR CANDIDATE PRIVACY NOTICE

### INTRODUCTION

Boris Agency BVBA (**Boris**) is committed to protecting the privacy and security of your personal information.

This Privacy Notice describes how we collect and use personal information about you during the recruitment process, in accordance with the General Data Protection Regulation (**GDPR**) and applies to all candidates.

This Privacy Notice is for information only; it is not a contractual agreement.

### DATA CONTROLLER

Boris is part of the Wasserman Group which is made up of different legal entities. This Privacy Notice is issued on behalf of the Wasserman Group so when we mention "Wasserman", "Boris", "we", "us" or "our" in this Privacy Notice, we are referring to the relevant company in the Wasserman Group responsible for processing your data.

Boris is the 'Data Controller' and is responsible for the processing of your data in Belgium.

### PURPOSE

As the Data Controller 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 or being given access to it because you are applying to 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 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; and
- kept securely.

### WHAT PERSONAL DATA DO WE COLLECT

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

We may collect, use, store and transfer your "personal data". This can include:

- Identity Data such as name, usernames, marital status, job title, DOB and images.
- Contact Data such as email address or telephone number.
- The information you have provided to us in your curriculum vitae and covering letter.
- Any information you provide to us during an interview.
- Results from any psychometric and ability tests that we ask you to undertake.
- Right to Work identification document.
- References from your referees.
- Technical Data such as IP address, login data, browser type, location, statistical or demographic data.



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

- Information about your race or ethnicity, religious beliefs, sexual orientation and political opinions;
- Information about your health, including any medical condition, health and sickness records; and
- Information about criminal convictions and offences.

## HOW IS YOUR PERSONAL DATA COLLECTED

- From you, the candidate, directly;
- From recruitment agencies, from which we collect the following categories of data: The information you have provided on your application form and at interview to the relevant agency, including name, title, address, telephone number, personal email address, date of birth, gender, employment history, qualifications, hobbies, training and skills, personal attributes, education history, key achievements and professional memberships and qualifications, prospective salary information and personal profile.
- Disclosure and Barring Service in respect of criminal convictions;
- Background check provider, if appropriate;
- Psychometric testing processors, where appropriate;
- Credit reference agency, if appropriate;
- Your named referees, from whom we collect the following categories of data: employment history with the relevant business, performance in the role, skills and abilities at work, dates of employment, relationship of referee to candidate, responsibilities and role(s) at work,

personal attributes, suitability for employment and reason for leaving.

- The following data from third parties is from a publicly accessible source:
  - Employment data from existing websites; and
  - Public profile information on social media such as LinkedIn.

## HOW WE WILL USE YOUR PERSONAL DATA

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

- Assess your skills, qualifications, and suitability for the work or role;
- Carry out background and reference checks, where applicable;
- Process psychometric tests;
- Communicate with you about the recruitment process;
- Keep records related to our hiring processes; and
- Comply with legal or regulatory requirements.

It is in our legitimate interests to decide whether to appoint you to a particular 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 and any results from the tests which you may undertake 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 together with your application data to decide whether to offer you the role or work. If we decide to offer you the role or work, we will then take up references, carry out a criminal record where appropriate and carry out a Right to Work check before confirming your appointment.

## **IF YOU FAIL TO PROVIDE PERSONAL DATA**

If you fail to provide information when requested, which is necessary for us to consider your application (such as evidence of qualifications, Right to Work checks, or work history), we may not be able to process your application successfully. For example, if we require a credit check or references for this role and you fail to provide us with relevant details, we may not be able to take your application further.

## **HOW WE MAY USE SENSITIVE PERSONAL DATA**

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 where we are providing a tour of our facilities.
- 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.

## **INFORMATION ABOUT CRIMINAL CONVICTIONS**

We envisage that we may process information about criminal convictions where appropriate.

We will collect information about your criminal convictions history if we would like to offer you the work or role in a particular team such as the Marketing Services, Football or Finance teams (conditional on checks and any other conditions, such as references, being satisfactory). We are required to carry out criminal record checks in order to satisfy ourselves that there is nothing in your criminal convictions history which makes you unsuitable for the role. In particular:

- We are legally required to carry out criminal record checks for those carrying out a role or work with children and young people and vulnerable adults.
- Roles in the finance team require a high degree of trust and integrity since they involve dealing with Company accounts and funds and so we would like to ask any applicants for these roles to seek a basic disclosure of your criminal records history.
- We have in place an appropriate policy document and safeguards which we are required by law to maintain when processing such data.

## **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**

We will only share your personal information with the following third parties for the purposes of processing your application: recruitment agencies, psychometric training providers, relevant government agencies and background check agencies.

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 HR, the Data Protection Officer and/or the Data Protection Team.

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

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 particular role. 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 Storage and Retention policy.

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

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 HR Director in writing.

## RIGHT TO WITHDRAW CONSENT

When you apply for a role, you will have provided consent to us processing your personal information for the purposes of the recruitment exercise. You have the right to withdraw your consent for processing for that purpose at any time. To withdraw your consent, please contact the HR Director. Once we have received notification that you have withdrawn your consent, we will no longer process your application and, subject to our retention policy, we will dispose of your personal data securely.

## INTERNATIONAL TRANSFERS

From time to time we may share your personal data outside of the European Economic Area (EEA). This may be in order to share data with other entities within the Wasserman Group.

Whenever we transfer your personal data out of the EEA, we ensure a similar degree of protection is afforded to it by ensuring at least one of the following safeguards is implemented:

- We will only transfer your personal data to countries that have been deemed to provide an adequate level of protection for personal data by the European Commission. For further details, see European Commission: Adequacy of the protection of personal data in non-EU countries.
- Where we use certain service providers, we may use specific contracts approved by the European Commission which give personal data the same protection it has in Europe.
- Where we use providers based in the US, we may transfer data to them if they are part of the Privacy Shield which requires them to provide similar protection to personal data shared between the Europe and the US.

Please contact us if you want further information on the specific mechanism used by us when transferring your personal data out of the EEA.

## DATA PROTECTION OFFICER

We have appointed a data protection officer (DPO) Mat Byway and a data protection team (DPT) which includes Katie Bevan-Jones, Emma Clough and Jenny Pollard to oversee compliance with this Privacy Notice.

## CONTACT US

If you have any questions about this privacy notice or how we handle your personal information, please contact the DPO and copy in the DPT:

Email: [mathew.byway@alphacello.com](mailto:mathew.byway@alphacello.com)

Telephone: 07590 533337

DPT email: [mydata@teamwass.com](mailto:mydata@teamwass.com)

If you have previously agreed to us using your personal information, you may change your mind at any time by writing to or emailing us at [mydata@teamwass.com](mailto:mydata@teamwass.com).

We will not sell, distribute or lease your personal information to third parties unless we have your permission or are required by law to do so.

You may request details of personal information which we hold about you under the requirements of GDPR. If you would like a copy of the information held on you please write to:

Wasserman

7th Floor, Aldwych House 71-91 Aldwych

London WC2B 4HN

[mydata@teamwass.com](mailto:mydata@teamwass.com)

If you would like to withdraw consent, or if you believe that any information we are holding on you is incorrect or incomplete, please write to or email us as soon as possible, at the above



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address. We will promptly correct any information found to be incorrect.

You have the right to make a complaint at any time to the Belgian supervisory authority for data protection issues. (<https://www.dataprotectionauthority.be/>).

However please make every effort to speak to our in-house DPT or DPO first.