

APPLICANT PRIVACY STATEMENT

As part of any recruitment process, MMI collects and processes personal data relating to job applicants. MMI is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

This statement does not form part of any offer of employment, and we may amend it at any time to reflect any changes in the way in which we process your personal data. If you are in the application process when any changes or updates are made to this notice, we will let you know of any such changes as soon as we can.

What information does the organisation collect?

The organisation collects a range of information about you. This includes:

- Your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- information about your current level of remuneration, including benefit entitlements;
- information on your gender;
- whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process;
- information about your entitlement to work in the UK; and
- PVG/Police check for those undertaking regulated work.

MMI collects this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment, including online tests.

We may also collect this information from third parties such as previous employers who provide references. MMI will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

Why does the organisation process personal data?

MMI needs to process data to take steps prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, MMI needs to process data to ensure that it is complying with its legal obligations. For example, for a UK based job, MMI is required to check a successful applicant's eligibility to work in the UK before employment starts.

MMI has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the organisation to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The organisation may also need to process data from job applicants to respond to and defend against legal claims.

MMI processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

Where MMI processes other special categories of data, such as information about ethnic origin, sexual orientation, health or religion or belief, this is for equal opportunities monitoring purposes.

For some roles, MMI is obliged to seek information about criminal convictions and offences. Where MMI seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

If your application is unsuccessful, the organisation may keep your personal data on file in case there are future employment opportunities for which you may be suited. The organisation will ask for your consent before it keeps your data for this purpose and you are free to withdraw your consent at any time.

Who has access to data?

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the People team, interviewers involved in the recruitment process, managers in the department with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

MMI will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. The organisation will then share your data with former employers to obtain references for you, employment background check providers to obtain necessary background checks and if the role is undertaking regulated work, with Disclosure Scotland to obtain necessary criminal records checks.

The organisation will only transfer your data outside of the UK or EEA when your application is in relation to a role outside the UK or EEA, or where you, or your previous employer, are based outside the UK or EEA . .

We may also require to share your data with a regulator or other third party in order to comply with the law.

How does the organisation protect data?

MMI takes the security of your data seriously. It 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 our employees in the proper performance of their duties.

For how long does the organisation keep data?

If your application for employment is unsuccessful, the organisation will hold your data on file for twelve months after the end of the relevant recruitment process. At the end of that period your data is deleted or destroyed (unless we have a legal reason for retaining it or you have consented to us retaining your personal data on file for a further set period in case there are future employment opportunities for which you may be suited).

If your application for employment is successful, your data will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice applicable to employees.

Your rights

As a data subject, you have a number of 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, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where the organisation is relying on its legitimate interests as the legal ground for processing; and
- ask the organisation to stop processing your data for a

period if your data is inaccurate or there is a dispute about whether or not your interests override the organisation's legitimate grounds for processing your data.

If you would like to exercise any of these rights, or have questions, comments, requests or complaints regarding this Privacy Statement and/or our use of your personal data should be addressed to DataProtectionSupport@marysmeals.org, or **Mary's Meals International Organisation, Units 10-13 Claremont Centre, 39 Durham St, Glasgow, G41 1BS, United Kingdom.**

If you believe that the organisation has not complied with your data protection rights, you can complain to the Information Commissioner.

What if you do not provide personal data?

You are under no obligation to provide data to us during the recruitment process. However, if you do not provide the information, we may not be able to process your application properly, or at all.