

Job Applicant Privacy Notice

Data Controller: Manor Renewable Energy Limited

As part of any recruitment process, the organisation collects and processes personal data relating to job applicants. The organisation is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations. For clarity this Notice also applies to those applicants who will be engaged under a subcontract agreement.

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;
- whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process; and
- information about your entitlement to work in the UK.

The organisation 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.

The organisation may also collect personal data about you from third parties, such as references supplied by former employers for other persons/entities supplied by the applicant. The organisation will seek information from third parties only once a job offer or a subcontract agreement 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?

The organisation needs to process data to take steps at your request 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, the organisation needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

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

The organisation processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability or where the role will be operating in hazardous environments such as offshore working. This is to carry out its obligations and exercise specific rights in relation to employment or onboarding of subcontractors.

Job Applicant Privacy Notice

If your application is unsuccessful or we wish to hold your information for future roles, the organisation will keep your personal data on file for future opportunities for which you may be suited. The organisation will keep your data for 12 months and will ask for your consent before it keeps your data for any longer timeframe. You are free to withdraw your consent at any time by contacting Greg Young, HR Manager, Manor Renewable Energy Ltd, Portland Port Business Centre, Castletown, Portland, Dorset, DT5 1PB or by email gy@mreltd.co.uk. You can also request your data to be removed through your account in the Applicant Tracking System (ATS) at any time. Please note that any request will result in this data being deleted irrevocably.

Who has access to data?

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

The organisation 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

Your data may be transferred outside the European Economic Area (EEA) to ensure the local legal requirements are met in that country and for booking hotels and other accommodation and hire cars. Data is transferred outside the EEA on the basis of project work you may be performing duties on.

How does the organisation protect data?

The organisation 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 or engagement for subcontracted work is unsuccessful, the organisation will hold your data on file for 12 months after the end of the relevant recruitment process. You will be contacted by email to seek your agreement for the organisation to keep your personal data on file for a further 12 months for consideration for future employment opportunities. You will be contacted every 12 months thereafter and should you not provide your explicit consent or once you withdraw your consent, your data is deleted or destroyed.

If your application for employment or engagement for subcontract work is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment or engagement. The periods for which your data will be held will be provided to you in a new privacy notice.

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;

Job Applicant Privacy Notice

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

If you would like to exercise any of these rights, please contact Greg Young, HR Manager, Manor Renewable Energy Ltd, Portland Port Business Centre, Castletown, Portland, Dorset, DT5 1PB or by email gy@mreltd.co.uk. You can make a subject access request by completing the organisation's form for making a subject access request.

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 statutory or contractual obligation to provide data to the organisation during the recruitment process. However, if you do not provide the information, the organisation may not be able to process your application properly or at all. If your application is successful, it will be a condition of any job offer that you provide evidence of your right to work in the UK and satisfactory references.

You are under no obligation to provide information for equal opportunities monitoring purposes and there are no consequences for your application if you choose not to provide such information.

Automated decision-making

Recruitment processes are not based solely on automated decision-making.