

GDPR Policy for Candidate Applications

Valoris Group - Candidate Privacy Notice

At Valoris Group, we are committed to protecting your privacy and handling your personal data in an open and transparent manner. This privacy notice explains how we collect, use, process, and protect any personal information you provide us as part of the recruitment process, in compliance with the General Data Protection Regulation (GDPR) and relevant local data protection laws.

1. Data Collection When you apply for a job with Valoris Group or one of our partner companies, we may collect 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 organization needs to make reasonable adjustments during the recruitment process.
- Information about your entitlement to work in the UK.

2. Use of Personal Data Your personal data is collected and processed for various purposes, including:

- Assessing your skills, qualifications, and suitability for the role.
- Carrying out background and reference checks, where applicable.
- Communicating with you about the recruitment process.
- Keeping records related to our hiring processes.
- Complying with legal or regulatory requirements.

3. Data Sharing We will only share your personal data with third parties for the purposes of processing your application. This includes sharing information with:

- Partner companies for the specific job you have applied for.
- Service providers who manage applications and recruitment on our behalf.
- Legal and regulatory authorities, upon request, or for the purposes of reporting any actual or suspected breach of applicable law or regulation.

4. Data Security Valoris Group has implemented appropriate technical and organizational security measures designed to protect your personal data against accidental or unlawful destruction, loss, alteration, unauthorized disclosure, or access.

5. Data Retention We will retain your personal information for a period of six months after we have communicated to you our decision about whether to appoint you to the role. After this period, we will securely destroy your personal information in accordance with our data retention policy and applicable laws and regulations.



Valoris Group Limited
Valorisgroup.co.uk



6. Your Rights Under the GDPR, you have rights over your personal data, including the right to access, correct, or request the deletion of your personal data processed by us. To exercise these rights, please contact us at [Your Contact Information].

7. Updates to Our Privacy Notice We may update this privacy notice from time to time. We will notify you of any changes by posting the new privacy notice on our website or through direct communication with you.

Contact Information For any questions or concerns regarding your privacy, please contact us at:
Email: [Your Email] Address: [Your Address]

By submitting your application, you consent to the processing of your personal data as described in this privacy notice.

This GDPR Policy is designed to ensure transparency and to protect the privacy of candidates applying for positions. Adjust the contact information and any specific details to align with Valoris Group's practices.