

## Privacy Policy of Valoris Group Limited

This Privacy Policy outlines how Valoris Group Limited (company reg 15522804) ("we", "us", or "our") collects, uses, and protects the information of individuals ("you") who interact with us, including through our career page and recruitment processes. We are committed to ensuring that your privacy is protected in accordance with applicable data protection laws.

### Information We Collect

We may collect the following types of information:

- **Personal Identification Information:** Name, email address, phone number, and any other contact details.
- **Professional Information:** CV, cover letter, employment history, educational background, skills, and any other information relevant to potential employment.
- **Technical Information:** IP address, browser type, and usage data when you visit our website.

### How We Use Your Information

Your information is used to:

- Process and respond to your job application.
- Communicate with you about recruitment processes and potential employment opportunities.
- Improve our recruitment strategies and website functionalities.
- Comply with legal and regulatory obligations.

### Sharing of Your Information

We may share your information with:

- Internal departments within Valoris Group Limited for recruitment purposes.
- External service providers who assist us in our recruitment process, under strict confidentiality agreements.
- Regulatory or law enforcement agencies if required by law.

### Data Security

We implement appropriate technical and organizational measures to protect your personal data against unauthorized or unlawful processing, accidental loss, destruction, or damage.

### Your Rights

You have the right to:

- Request access to the personal data we hold about you.
- Ask for incorrect, inaccurate, or incomplete personal data to be corrected.

- Request that personal data be erased when it's no longer necessary for us to retain it.
- Withdraw consent for processing your personal data at any time, where consent is the legal basis for processing.
- Lodge a complaint with a supervisory authority if you believe your data protection rights are being infringed.

### **Changes to Our Privacy Policy**

We may update this Privacy Policy from time to time. We will notify you of any changes by posting the new Privacy Policy on our website. You are advised to review this Privacy Policy periodically for any changes.

### **Contact Us**

If you have any questions or concerns about our Privacy Policy or the handling of your personal data, please contact us at:

Valoris Group Limited  
[www.valorisgroup.co.uk](http://www.valorisgroup.co.uk)