

CANDIDATE POLICY NOTICE

What is the purpose of this document?

Würth UK Ltd is a 'data controller'. This means that we are responsible for deciding how we hold and use personal information about you. You are being send a copy of this privacy notice because you are applying for 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 purpose 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 General Data Protection Regulations 2018 (GDPR)

Data protection principles

We will comply with data protection law. This says that the personal information we hold about you must be:

1. Used lawfully, fairly and in a transparent way;
2. Collected only for valid purpose that we have clearly explained to you and not used in any way that is incompatible with those purposes;
3. Relevant to the purpose we have told you about and limited only to those purposes;
4. Accurate and kept up to date;
5. Kept only as long as necessary for the purpose we have told you about; and
6. Kept securely.

The kind of information we hold about you

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

1. The information you have provided to us in you curriculum vitae and covering letter.
2. The information you have provided on you application form, including name, title, address, telephone number, personal email address, date of birth, gender, employment history, qualifications, competency and skills, your driving licence details, including details of any points and immigration status.
3. Any information you provide to us during an interview.
4. Any potential test results. eg. numeracy tests.

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

1. Information about your race or ethnicity, religious beliefs, sexual orientation any disabilities and political opinions.
2. Information about your health, including an medical condition, health and sickness records.
3. (Information about criminal convictions and offences.)

How is your personal information collected?

We collect personal information about candidates from the following sources:

1. You, the candidate.
2. Various recruitment agencies used as and when necessary, from which we collect the following categories of data: CV and any other information presented by the agency about you.
3. Background check providers, if necessary, from which we may need to collect data to help with our decision making during the recruitment process.
4. You named referees, from whom we collect the following categories of data; Start and Finish dates, job Title and overall performance in your previous role.

How we will use information about you

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

1. Assess your skills, qualifications, and suitability for the role.
2. Carry out background and reference checks, where applicable.
3. Communicate with you about the recruitment process.
4. Keep records related to our hiring process.
5. Comply with legal or regulatory requirements.

It is in our legitimate interest to collect and use this information in order to decide whether to appoint you to the role applied for 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 with you.

Having received your CV, we will then process that information to decide whether you meet the basic requirement to be shortlisted for the role. If you do, we will decide whether your application is strong enough for us to get in touch via email and then conduct a brief telephone interview with the aim of arranging a face-to-face interview. We will then conduct a face-to-face interview at which point we will make a decision of whether to take you forward to the next stage, which is a ride-along day with a Sales Consultant. Should you be invited to a ride-along, this will be used to confirm our decision and also to afford you the opportunity to evaluate the role. Further to a successful ride -along you will be invited to a Final Interview where you will be evaluated by a presentation, numeracy test and Panel Interview. IF we decide to offer you the role, we will then take up references AND/OR carry out a criminal record AND/OR carry out ANY OTHER checks before confirming your appointment.

If you fail to provide personal information

If you fail to provide information when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), we will 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 will not be able to take your application further.

How we use particularly sensitive personal information

We will use your particularly sensitive personal information in the following ways:

1. 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 future employment.
2. We will use information about your race or national or ethnic origin, religious, philosophical or moral beliefs, or your sexual orientation, to ensure meaningful equal opportunity monitoring and reporting.

Information about criminal convictions

We envisage that we will process information about criminal convictions in relation to your ability to drive if the role requires you to hold a driving license.

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

Why might you share my personal information with third parties?

We will only share your personal information with the following third parties for the purposes of processing your application: Reed.co.uk, CV Library, CareerBuilder, CareerBuilder Talent Network, Broadbean. 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 Jim O' Leary.

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

How long will you use my information for?

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 the 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 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

Your rights in connection with personal information

Under certain circumstances, by law you have the right to:

1. 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.
2. 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.
3. 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).
4. 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.
5. 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.
6. 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 Jim O' Leary in writing.

Data protection officer

We have appointed a data privacy manager to oversee compliance with this privacy notice. If you have any questions about this privacy notice or how we handle your personal information, please contact the data privacy manager. You have the right to make a complaint at any time to the Information Commissioner's Office (ICO), the UK supervisory authority for data protection issues.



Felix Piazza
Managing Director
Würth UK Ltd
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