



Millennium Personnel Services Privacy Notice Policy-Industrial

BACKGROUND:

Millennium Personnel Services Ltd (T/A MPS Industrial) understands that your privacy is important to you and that you care about how your personal data is used. We respect and value the privacy of all of our Candidates/Clients and will only collect and use personal data in ways that are described here, and in a way that is consistent with our obligations and your rights under the law.

1. Information About Us

Millennium Personnel Services Ltd (T/A MPS Industrial).

A limited company registered in England and Wales under company number 3509458

Registered address: (Head Office) MPS, Unit 2, Sovereign Court, Llantrisant Business Park, Llantrisant, CF72 8YX

VAT number: 728842014.

Data Protection Co-Ordinator: Liz Jones

Email address: privacy@mpspeople.co.uk

Telephone number: 01443 445325

Postal Address: MPS, Unit 2, Sovereign Court, Llantrisant Business Park, Llantrisant, CF72 8YX

We are members of the REC and conform to the professional recruitment code of conduct.

Member of the GLAA & Stronger together. ISO 9001: 2015 compliant.

2. What Does This Notice Cover?

This Privacy Information explains how we use your personal data: how it is collected, how it is held, and how it is processed. It also explains your rights under the law relating to your personal data.

3. What is Personal Data?

Personal data is defined by the General Data Protection Regulation (EU Regulation 2016/679) (the "GDPR") as 'any information relating to an identifiable person who can be directly or indirectly identified in particular by reference to an identifier'.

Personal data is, in simpler terms, any information about you that enables you to be identified. Personal data covers obvious information such as your name and contact details, but it also covers less obvious information such as identification numbers, electronic location data, and other online identifiers.

The personal data that we use is set out in Part 5, below.

4. What Are My Rights?

Under the GDPR, you have the following rights, which we will always work to uphold:

- a) The right to be informed about our collection and use of your personal data. This Privacy Notice should tell you everything you need to know, but you can always contact us to find out more or to ask any questions using the details in Part 11.
- b) The right to access the personal data we hold about you. Part 10 will tell you how to do this.
- c) The right to have your personal data rectified if any of your personal data held by us



is inaccurate or incomplete. Please contact us using the details in Part 11 to find out more.

- d) The right to be forgotten, i.e. the right to ask us to delete or otherwise dispose of any of your personal data that we have. Please contact us using the details in Part 11 to find out more.
- e) The right to restrict (i.e. prevent) the processing of your personal data.
- f) The right to object to us using your personal data for a particular purpose or purposes.
- g) The right to data portability is for information processed under consent or performance of a contract. We process your information under legitimate interest and legal necessity, so this does not apply.
- h) Rights relating to automated decision-making and profiling. **We do not use your personal data in this way**
- i) For more information about our use of your personal data or exercising your rights as outlined above, please contact us using the details provided in Part 11.

Further information about your rights can also be obtained from the Information Commissioner's Office or your local Citizens Advice Bureau.

If you have any cause for complaint about our use of your personal data, you have the right to lodge a complaint with the Information Commissioner's Office.

5. **What Personal Data Do You Collect?**

We may collect some or all of the following personal data (this may vary according to your relationship with us):

- Name;
- Date of birth;
- Gender;
- Address;
- Email address;
- Telephone number;
- Business name;
- Job title/Function;
- Licences/Qualifications
- Professional Experience
- Other information from your CV;
- Your personal data may have been obtained from a jobs board, if so we will erase it within 2 months if you do not register with us.

6. **How Do You Use My Personal Data?**

Under the GDPR, we must always have a lawful basis for using personal data. This may be because it is in our legitimate business interests to use it, or it may be a legal requirement



upon us to keep it (for example payroll). Your personal data will be used for the following purposes:

- Providing and managing your account.
- Supplying our services to you. Your personal details are required in order for us to enter into a contract with you.
- Personalising and tailoring our services for you.
- Communicating with you. This may include responding to emails or calls from you and may include vacancy related or placement related correspondence.

7. **How Long Will You Keep My Personal Data?**

We will not keep your personal data for any longer than is necessary in light of the reason(s) for which it was first collected. Your personal data will therefore be kept for the following periods (or, where there is no fixed period, the following factors will be used to determine how long it is kept):

- We will keep your information on file for 2 years after our last meaningful contact with you.;
- Sensitive personal information will be stored under contractual necessity for 7 years after our last meaningful contact with you.

8. **How and Where Do You Store or Transfer My Personal Data?**

We will only store or transfer your personal data in the UK. This means that it will be fully protected under the GDPR. The only exception to this is if you apply for a job outside the UK, in which case your details will be forward to the 3rd party company (with your permission).

The security of your personal data is essential to us, and to protect your data, we take a number of important measures, including the following:

- Encrypting your data in transit.
- Encrypting your data at rest.
- Training our staff in data security.
- Conducting regular tests/compliance audits.

9. **Do You Share My Personal Data?**

We may sometimes contract with the following third parties to supply services to you on our behalf. These may include payment processing, delivery, and marketing. In some cases, those third parties may require access to some or all of your personal data that we hold.

- Nation Broadcasting- Email marketing

If any of your personal data is required by a third party, as described above, we will take steps to ensure that your personal data is handled safely, securely, and in accordance with your rights, our obligations, and the third party's obligations under the law, as described above in Part 8.

If any personal data is transferred outside of the EEA, we will take suitable steps in order to ensure that your personal data is treated just as safely and securely as it would be within the UK and under the GDPR, as explained above in Part 8.



In some limited circumstances, we may be legally required to share certain personal data, which might include yours, if we are involved in legal proceedings or complying with legal obligations, a court order, or the instructions of a government authority.

10. How Can I Access My Personal Data?

If you want to know what personal data we have about you, you can ask us for details of that personal data and for a copy of it (where any such personal data is held). This is known as a “subject access request”.

All subject access requests should be made in writing and sent to the email or postal addresses shown in Part 11. To make this as easy as possible for you, a Subject Access Request Form is available for you to use. You do not have to use this form, but it is the easiest way to tell **us** everything **we** need to know to respond to your request as quickly as possible.

There is not normally any charge for a subject access request. If your request is ‘manifestly unfounded or excessive’ (for example, if you make repetitive requests) a fee may be charged to cover **our** administrative costs in responding.

We will respond to your subject access request within 21 days and, in any case, not more than one month of receiving it. Normally, we aim to provide a complete response, including a copy of your personal data within that time. In some cases, however, particularly if your request is more complex, more time may be required up to a maximum of three months from the date we receive your request. You will be kept fully informed of our progress.

11. How Do I Contact You?

To contact **us** about anything to do with your personal data and data protection, including to make a subject access request, please use the following details (for the attention of Liz Jones):

Email address: privacy@mpspeople.co.uk.

Telephone number: 01443 445325.

Postal Address: MPS, Unit 2, Sovereign Court, Llantrisant Business Park, Llantrisant, CF72 8YX

12. Changes to this Privacy Notice

We may change this Privacy Notice from time to time. This may be necessary, for example, if the law changes, or if we change our business in a way that affects personal data protection.

Any changes will be made available our website www.mpsindustrial.co.uk