

Job Applicant Privacy Notice

Lovelies Delights, (together referred to as "Lovelies Delights" or "the company" throughout this notice) collect and process personal data relating to job applicants as part of our recruitment process. We are committed to being transparent about how we collect and use that data and to meeting our data protection obligations.

This notice sets out the basis on which we collect, use and disclose the personal data of our job applicants, as well as your rights in respect of such personal data.

What information does the company collect and how?

Lovelies Delights 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 from interviews and phone calls you may have;**
- ❖ Information about your current level of remuneration, including benefit entitlements;**
- ❖ Information about your entitlement to work in the UK; and**

We may collect this information in a variety of ways. For example, data might be contained in application forms or CVs (including when these are sent to us as part of speculative applications or queries), obtained from your passport or other identity documents, or collected through interviews or other methods of assessment.

We may also collect personal data about you from third parties, such as references supplied by former employers.

Data will be stored in a range of different places, including on your application record, in our HR management systems and our email system.

Why do Lovelies Delights process personal data?

The company collect and process your data for a number of purposes and where we have a legal basis to do so, as follows.

Lovelies Delights has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows us to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. We may also need to process data from job applicants to respond to and defend against legal claims.

In some cases, we need to process data to ensure that we are complying with our legal obligations. For example, we are required to check a successful applicant's eligibility to work in the UK before employment starts.

The company may process information about whether or not applicants are disabled so we can make reasonable adjustments for candidates who have a disability.

We will not use your data for any purpose other than the recruitment process of which you are a part.

Who has access to data?

Your information may be shared internally within the company for the purposes of the recruitment process. This includes members interviewers involved in the recruitment process.

We will not share your data with third parties, unless your application for employment is successful and an offer of employment is made. We will then share your data with former employers in order to obtain references.

In addition, we may need to share your personal information with a regulator or otherwise to comply with the law.

How does Lovelies Delights protect data?

The company takes the security of your data seriously. We have 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 personnel in the proper performance of their duties.

For how long does Lovelies Delights keep data?

If your application for employment is unsuccessful (including when you have speculatively applied to us in respect of a role which is not available), we will hold your data on file for 6 months. At the end of that period, your data is deleted or destroyed (unless we need to retain it for longer to exercise or defend any legal claims).

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

Your rights

As a data subject, you have a number of rights under data protection law. You can:

- ❖ Access and obtain a copy of your data on request;***
- ❖ Require Lovelies Delights to change incorrect or incomplete data;***
- ❖ Require Lovelies Delights 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 Waterstones is relying on its legitimate interests as the legal ground for processing; or***
- ❖ Ask us to transfer your data to another organisation.***

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to Lovelies Delights during the recruitment process. However, if you do not provide the information, we may not be able to process your application.