



DAS Privacy Notice

To comply with data protection regulations DAS is committed to processing information relating to a Data Subject fairly and transparently.

We may collect personal details, including your name, address, date of birth, email address and career history for the purpose of available vacancies and roles across the DAS UK Group. We will only obtain your personal information either directly from you, via talent / recruitment solutions or from an authorised agent acting on your behalf for the purposes of employment opportunities.

Who we are

DAS is part of DAS UK Holdings Limited (DAS UK Group). The uses of your personal data by us and members of the DAS UK Group are covered by our individual company registrations with the Information Commissioner's Office. DAS has a Data Protection Officer who can be contacted through dataprotection@das.co.uk.

How we will use your information

We will take all steps reasonably necessary to ensure that your data is treated securely and in accordance with this Privacy Notice. Any transfer outside of the EEA will be encrypted using SSL technology.

We will not disclose your personal data to any other person or organisation unless we are required to by our legal and regulatory obligations. For example, we may use and share your personal data with other organisations and public bodies, including the police and anti-fraud organisations, for the prevention and detection of crime, including fraud and financial sanctions.

What is our legal basis for processing your information?

It is necessary for us to use your personal information to successfully match your details to possible internal vacancies on the basis of your personal Consent. Should you be successful in any application, we may have to pass your personal details to an authorised 3rd party under the legal basis of Legitimate Interest for the provision of critical employment services in relation to any employment contract that we may issue to you.

How long will your information be held for?

We will retain your personal data for a maximum of 7 years. We will only retain and use your personal data thereafter as necessary to comply with any specific regulatory or legal obligations, resolve disputes, and enforce our agreements. If you no longer wish us to retain your personal data, please contact us at recruitment@das.co.uk.

What are your rights?

You have the following rights in relation to the handling of your personal data:

- You have the right to access personal data held about you
- You have the right to have inaccuracies corrected for personal data held about you
- You have the right to have personal data held about you erased
- You have the right to object to direct marketing being conducted based upon personal data held about you



- You have the right to restrict the processing of personal data held about you, including automated decision-making
- You have the right to data portability for personal data held about you

Any requests, questions or objections should be made in writing to the Data Protection Officer:

Data Protection Officer
DAS Legal Expenses Insurance Company Limited
DAS House
Quay Side
Temple Back
Bristol
BS1 6NH

Or via email: dataprotection@das.co.uk.

If you are unhappy with the way in which your personal data has been processed you may in the first instance contact the Data Protection Officer using the contact details above.

If you remain dissatisfied then you have the right to apply directly to the Information Commissioner's Office for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
www.ico.org.uk

