
Blancco Applicant and Candidate Privacy Policy

Last updated: 18th October 2023

This policy details:

- Our Data Protection Principles.
- How we use that information; and
- What information we collect during our application and recruitment process and why we collect it.
- How to access and update that information.

Data protection principles

We will comply with data protection law and principles, which means that your data will be:

- Used lawfully, fairly and in a transparent way.
- Accurate and kept up to date.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Kept only as long as necessary for the purposes we have told you about.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Kept securely and protected against unauthorized or unlawful processing.

Types of information we collect

This policy covers the information you share with us and/or which may be acquired or produced by Blancco Technology Group during the application or recruitment process, including:

- The information you have provided to us in your resume, curriculum vitae, and/or cover letter including but not limited to name, title, address, telephone number, personal email address, date of birth, gender, employment history, and qualifications.
- Details of the type of employment you are or may be looking for, current and/or desired salary and other terms relating to compensation and benefits packages.
- Any information you provide to us during an interview.
- Test results (if undertaken).
- Reference information and/or information received from background checks (where applicable), including information provided by third parties.

How we use information we collect

Your information will be used by Blanco for the purposes of carrying out its application and recruitment process which includes:

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

If you are offered and accept employment with Blanco, the information collected during the application and recruitment process will become part of your employment record.

If EU data protection or UK data protection law applies to the processing of your information, our legal basis for processing your information includes the following:

- We collect and process your information where it is necessary in order to take steps, at your request, prior to our potentially entering into a contract of employment with you.
- We may also seek your consent to process your personal information in specific circumstances.
- We may process your information where necessary to comply with a legal obligation or for purposes connected to legal claims.
- If we use your information to improve our application or recruitment process, we do so on the basis that it is in our legitimate interests to ensure we recruit the best possible candidates.

Who may have access to your information

- Blanco may also use service providers acting on Blanco's behalf to perform some of the services described above including for the purposes of the verification / background checks. These service providers may be located outside the country in which you live or the country where the position you have applied for is located.
- Blanco may sometimes be required to disclose your information to external third parties such as to local labor authorities, courts and tribunals, regulatory bodies and/or law enforcement agencies for the purpose of complying with applicable laws and regulations, or in response to legal process.
- We will also share your personal information with other third parties if we have your consent (for example if you have given us permission to contact your referees), or to detect, prevent or otherwise address fraud, security or technical issues, or to protect against harm to the rights, property or safety of Blanco, our users, applicants, candidates, employees or the public or as otherwise required by law.
- It is your responsibility to obtain consent from referees before providing their personal information to Blanco. Blanco takes appropriate steps to protect information about you that is collected, processed, and stored as part of the application and recruitment process.

Our retention of your information

If you apply for a job at Blanco and your application is unsuccessful (or if your application is withdrawn or our offer is declined), Blanco will retain your information for a period after your application. We retain this information for various reasons, including in case we face a legal challenge in respect of a recruitment decision, to consider you for other current or future jobs at Blanco and to help us better understand, analyze and improve our recruitment processes.

If you do not want us to retain your information for consideration for other roles, or want us to update it, please contact HR@Blanco.com. Please note, however, that we may retain some information if required by law or as necessary to protect ourselves from legal claims.

Your rights in respect of your information

In certain countries, you may have certain rights under data protection law. This may include the right to request access or to update or review your information, request that it be deleted or anonymized, or object to or restrict Blanco using it for certain purposes.