



GDPR Policy

Kilmac Ltd are what is known as the 'controller' of the personal information which we gather and use. We are registered with the UK Information Commissioners Office (ICO) under registration number ZA156792.

This letter is intended to inform you, the individual, of personal information we hold of yours and the purpose of use.

WHAT KIND OF PERSONAL INFORMATION WE HOLD IN RELATION TO YOU:

Name
Postal Address
Phone Numbers
Email Address
NI Number
Tax Code
Bank Details
Pension Data
Medial History
Driving History
Eligibility to Work in UK documentation

HOW WE GATHER YOUR PERSONAL INFORMATION

Initially we gather the information we use directly from yourself using the New Start Pack you fill in when you begin employment with us. Throughout the year we will request updates on Driving and Medical history, otherwise, you volunteer details of any change to bank details or address changes.

WHY WE USE YOUR PERSONAL INFORMATION

There are two lawful basis under which we use personal information: -

Contract - in order to fulfil our contractual obligations to remunerate you

Legal - in order to fulfil our legal obligation to report to the HMRC, Pension Provider and to ensure safe systems at work through the use of occupational health.

HOW DO WE STORE PERSONAL INFORMATION?

We have identified the data processors within the organisation and your personal information is only accessed by those processors. It is stored electronically on a secure drive and any paper files in locked cabinets. Your details will also be held within Sage, our accounts processing package and RBS Bankline, our online payments system. All of these storage facilities are under secure access by our data processors only.

HOW LONG WILL WE KEEP PERSONAL INFORMATION?

We will never retain personal information for any longer than is necessary for the purposes we need to use it for.

Generally, we will retain your personnel record securely for the duration of your contract and a period of up two years after the contract has expired or terminated or for as long as is required by law, in case such personal information is required for the exercise or defence of a legal claim during this period. We are required by law to keep payroll records for 7 years.

SHARING PERSONAL INFORMATION WITH THIRD PARTIES

We share your personal information with HMRC or Pension Provider where we are under a legal obligation to do so. We may also share your medical history with a third party for occupational health purposes.

YOUR INDIVIDUAL RIGHTS

Individuals are entitled to exercise any of the following privacy rights in respect of our processing of personal information:

- (a) Access: Individuals can request access to a copy of their personal information held by us, along with details of what personal information we use, why we use it, who we share it with, how long we keep it for and whether it has been used for any automated decision-making.
- (b) Rectification: Individuals can ask us to change or complete any inaccurate or incomplete personal information held about them.
- (c) Erasure: Individuals can ask us to delete their personal information where it is no longer necessary for us to use it, or where we have no legal basis for keeping it.
- (d) Restriction: Individuals can ask us to restrict the personal information we use about them where we are not able to erase their personal information or where an individual has objected to our use of their personal information.
- (e) Object: Individuals can object to our processing of their personal information.
- (f) Portability: Individuals can ask us to provide them or a third party with some of the personal information we hold about them in a structured, commonly used, electronic format so it can be easily transferred.
- (g) Withdraw Consent: Generally, we do not require consent to process personal information and so we do not ordinarily ask for consent to process personal information. However, where we do ask for consent to process personal information, individuals have the right to withdraw their consent at any time.

The above is intended for information purposes and clarity if you have any queries or wish to exercise any of your individual rights please contact HR officer Sean Davidson sean@kilmac.co.uk or Accounts Manager Julie Wilkie julie@kilmac.co.uk.

A handwritten signature in black ink, appearing to read 'Athole McDonald'.

Athole McDonald
Group Director