

Veryan Applicant Privacy Notice

1. As part of our recruitment process, Veryan Holdings Ltd, Veryan Medical Ltd, Veryan Medical Inc and Otsuka Medical Devices Europe GmbH (hereinafter “Veryan”) collect and process personal data relating to job applicants. Veryan is committed to being transparent about how it collects and uses that data, and to meeting its data protection obligations.
2. **The controller of employees' personal data is:**
 - a. Veryan Holdings Ltd (company registration number 06425482)
9400 Garsington Road,
Oxford Business Park,
Oxford
OX4 2HN
 - b. Veryan has appointed a Data Protection Officer to oversee compliance with data protection law. They may be contacted by email at dpo.veryanmed@kdpc.uk .
3. **Purpose of processing:**
 - a. Our purpose for processing this information is to assess your suitability for a role you have applied for and to help us develop and improve our recruitment process.
 - b. The lawful basis we rely on for processing your personal data is article 6(1)(b) of the GDPR, which relates to processing necessary to perform a contract or to take steps at your request, before entering a contract.
 - c. If you provide us with any information about reasonable adjustments you require under any equality legislation, the lawful basis we rely on for processing this information is article 6(1)(c) to comply with our legal obligations.
 - d. The lawful basis we rely on to process any information you provide as part of your application which is special category data, such as health, religious or ethnicity information is article 9(2)(b) of the GDPR, which relates to our obligations in employment and the safeguarding of your fundamental rights.
4. **What personal data do we collect?**
 - a. Veryan collects the following personal data for candidates looking to join our organisation:
 - i. your name, address and contact details, including email address and telephone number
 - ii. details of your qualifications, skills, experience and employment history;
 - iii. information about your current level of remuneration, including benefit entitlements;
 - iv. whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process; and
 - v. information about your entitlement to work in the country where we are hiring
5. **How long is your information retained for?**
 - a. If your application at Veryan is unsuccessful, your data will be held on our records for 12 months after the relevant recruitment process, unless you request that your data be deleted.

- b. If your application is successful, Veryan will store your personal data on our electronic Human Resources and it will be retained for the duration of your employment.
- c. At the end of the period of retention your data will be deleted.

6. Your Rights

- a. There are a number of rights you have in relation to your personal data held by us for these purposes. These include:
- b. The right to correct information that you think is inaccurate
- c. The right to delete your personal information
- d. The right to restrict the processing of personal information
- e. The right to object to the processing of your data, where Veryan is relying on its legitimate interests as the legal ground for processing

If you wish to exercise any of these rights, please e-mail privacy@veryanmed.com.

7. Recipients

Veryan shall share data received with necessary parties, including processors appointed under a legally binding contract to provide services to Veryan, and other Veryan entities where these entities provide recruitment services for other Veryan entities.

Your data may be transferred to the Veryan US entity, where the US entity does not have similar levels of data protection to those of the UK and EEA. We will ensure that data is encrypted on transfer and at rest. Standard contractual clauses are in place for this purpose.

8. Withdrawing your consent

For data that is shared with us under the legal basis of consent, candidates have the right to withdraw their consent at any time. Please e-mail privacy@veryanmed.com to let us know if you wish to withdraw your consent.

9. How to complain

If you have any concerns about your personal data held by Veryan, you can make a complaint to us at dpo@veryanmed.com. You have the right to lodge a complaint. If you are unhappy with how we have used your data, please contact the relevant Supervisory Authority listed below.

 Kontakt - Datenschutzbehörde (dsb.gv.at)	 Hellenic Data Protection Authority (dpa.gr)	 Datatilsynet - privacy and information security Norwegian Data Protection Authority
 Homepage Autorité de protection des données/Gegevensbeschermingsautoriteit (dataprotectionauthority.be)	 About the Authority - National Authority for Data Protection and Freedom of Information (naih.hu)	 Contact - UODO

 Начало - КЗЛД (cndp.bg)	 Privacy - Your information, your privacy. (personuvernd.is)	 CNPD
 Agencija za zaštitu osobnih podataka AZOP	 Homepage Data Protection Commission	 Contacte (dataprotection.ro)
 Γραφείο Επιτρόπου Προστασίας Δεδομένων Προσωπικού Χαρακτήρα (dataprotection.gov.cy)	 Home - Privacy Guarantor (garanteprivacy.it)	 Contact Office for Personal Data Protection of the Slovak Republic (gov.sk)
 Úřad pro ochranu osobních údajů: Titulní stránka (uouu.cz)	 Contacts of the Institution Data State Inspectorate (dvi.gov.lv)	 Home page - IPRS (ip-rs.si)
 Frontpage Datatilsynet	 Data Protection Office :: Data Protection Office (datenschutzstelle.li)	 Spanish Agency for Data Protection AEPD
 Contacts Data Protection Inspectorate (aki.ee)	 State Data Protection Inspectorate (lrv.lt)	 Privacy Protection Authority IMY
 Home Data Protection Ombudsman's Office (tietosuojafi)	 Contact - Support - National Data Protection Commission - Luxembourg (public.lu)	 Contact us ICO
 Contact the CNIL: switchboard and hotlines CNIL	 Contact - IDPC	
 BfDI - Contact (bund.de)	 General contact Dutch Data Protection Authority (autoriteitpersoonsgegevens.nl)	