



Perrenity Partners
Privacy Policy



Effective Date: 11th November 2024

Perennity Partners ("we," "our," or "us") is committed to protecting and respecting your privacy. This Privacy Policy explains how we collect, use, and share your personal data when you use our services, website, or interact with us in any other capacity. It also outlines your rights concerning your personal data.

1. Information We Collect

We may collect and process the following data:

- **Personal Identification Information:** Full name, email address, phone number, job title, and location.
- **Recruitment Data:** CVs, work history, qualifications, references, and other job-related information provided by candidates.
- **Contact Information:** Any details provided when contacting us via our website, email, phone, or social media.
- **Technical Data:** IP addresses, browser type, device details, location data, and usage patterns when visiting our website.

2. How We Use Your Information

We use your personal data for the following purposes:

- To provide recruitment services and match candidates with suitable job opportunities.
- To contact you about job openings, interviews, and other recruitment-related matters.
- To communicate with you regarding our services and respond to your inquiries.
- To improve our website, services, and overall customer experience.
- To comply with legal and regulatory obligations, including anti-money laundering or employment regulations.

3. Legal Basis for Processing

We process personal data based on the following legal grounds:

- **Consent:** When you have given us explicit consent to process your data, such as by submitting your CV or applying for a job.
- **Contractual Necessity:** To perform our recruitment services and fulfill the terms of any agreement.
- **Legal Obligation:** To comply with legal or regulatory requirements.
- **Legitimate Interests:** To provide you with relevant job opportunities and ensure smooth communication throughout the recruitment process.

4. Sharing Your Information

We do not sell your personal data. However, we may share your data in the following circumstances:

- **With Clients:** If you are a candidate, we may share your information with potential employers for job placement purposes.

- **With Service Providers:** We may share your data with trusted third-party service providers (e.g., IT service providers, email marketing platforms, and recruitment software providers) who assist us in delivering services to you.
- **Legal Compliance:** We may disclose your personal data if required by law, legal processes, or to protect our legal rights.

5. Data Retention

We will retain your personal data only for as long as necessary to fulfil the purposes outlined in this Privacy Policy or as required by law. If you are a candidate, we may retain your details for future recruitment opportunities, but you can request to be removed from our records at any time.

6. Your Rights

You have the following rights concerning your personal data:

- **Access:** You have the right to request a copy of the personal data we hold about you.
- **Correction:** You have the right to request corrections to any inaccurate or incomplete data.
- **Erasure:** You have the right to request the deletion of your personal data, subject to certain conditions.
- **Restriction:** You can ask us to restrict how we process your data in certain circumstances.
- **Data Portability:** You may request your data in a portable format, to transfer it to another service provider.
- **Objection:** You may object to the processing of your personal data based on legitimate interests or for direct marketing purposes.
- **Withdrawal of Consent:** If we process your data based on consent, you can withdraw your consent at any time.

To exercise any of these rights, please contact us using the details below.

7. Security

We take the security of your personal data seriously and have implemented appropriate technical and organizational measures to protect it from unauthorized access, alteration, disclosure, or destruction.

8. International Transfers

In certain circumstances, we may transfer your personal data to countries outside of the UK or the European Economic Area (EEA). When this happens, we ensure that appropriate safeguards are in place to protect your data in accordance with data protection laws.

9. Cookies

Our website may use cookies to enhance your experience and improve our services. Cookies are small text files placed on your device. You can manage or disable cookies through your browser settings, but this may affect your ability to use some parts of the site.

10. Changes to This Privacy Policy

We may update this Privacy Policy from time to time. When we make significant changes, we will notify you through our website or via email. The "Effective Date" at the top of this document will reflect the most recent revision.

11. Contact Us

If you have any questions about this Privacy Policy or how we handle your personal data, please contact us:

Perennity Partners

Email: vincent@perennitypartners.co.uk

Phone: +44 7546 212531

Website: www.perennitypartners.co.uk