



## Vantage Point Global Privacy Notice

This privacy policy governs the collection, storage, and use of personal information by Vantage Point Global Ltd. (“we”, “us”, or “our”), a company incorporated in England and Wales with registered company number 178384366. Our registered offices are located at 2 Crossways Business Centre, Bicester Road, Kingswood, Aylesbury, Buckinghamshire, HP18 0RA.

### Website Disclaimer

All material published on our website is published in good faith; however, we cannot guarantee or warrant the accuracy or reliability of such information. Our website is for informational purposes only unless otherwise stated. We do not guarantee that the contents or operation of the website will be error-free. While you may obtain access to other websites from our site, Vantage Point Global does not endorse or take responsibility for those websites, their content, or any damage or loss arising from them. We reserve the right to modify, update, or close this website at any time. By choosing to access our website, you are responsible for compliance with applicable laws. This notice and disclaimer are governed by and construed in accordance with English law.

### Overview

At Vantage Point Global, we are committed to protecting and respecting your privacy. We understand the importance of maintaining the confidentiality and security of your personal information. We adhere to applicable data protection laws, including the UK General Data Protection Regulation (UK GDPR), to ensure your personal data is handled responsibly and in accordance with legal requirements.

We collect and process information about you and/or your business to enable us to:

- Provide our services to you or our clients
- Share information we believe may be of interest to you
- Comply with our legal or regulatory obligations.

This statement applies to all data collected by Vantage Point Global in relation to the use of our website and other products or services.

## **How We Collect Your Personal Information**

As a Management Consultancy Activities provider, Vantage Point Global introduces our candidates, consultants and partners to clients for temporary work placements, or service provider agreements.

The exchange of personal data of our candidates, consultants, and client contacts is a fundamental and essential part of this process. To support our candidates' and consultants' career aspirations and our clients' resourcing needs, we maintain a database of personal data containing both historical and current information.

To successfully match our candidates and consultants with clients, we need to retain information such as names, contact details, locations, job titles, areas of expertise, and additionally for candidates, their curriculum vitae, education and training data, identification and right to work documents, salary, and rate details.

This data is collected through forms on our website or through third-party providers such as Job Boards, TeamTailor, HelloFriday, CRM Systems, and Background Screening Systems, or through communication via phone, video calls, email, personal meetings, or other methods. It includes information provided when candidates apply for a role on our site, enter our database, subscribe to our services, attend our events, enter a promotion or survey, and report problems with our site.

It will always be clear what personal information we are requesting and why it is necessary. If you choose not to provide necessary personal information or withdraw your consent to process it, we may not be able to provide you with the relevant services. You can also opt to discontinue use of our website or additional services at any time.

## **Information Collected**

The information we collect about you may include your name, address, company name, private and corporate email addresses, phone number, financial information, compliance documentation and references, qualifications and experience, identification documents, curriculum vitae, photograph, emergency contact information, and links to your professional profiles on public platforms (e.g., LinkedIn, X, Facebook, or corporate websites).

When you register with Vantage Point Global, you may elect to receive information about jobs, marketing opportunities, or other services sent to your email address. The information provided during registration is stored in our internal systems and controlled and processed by dedicated staff members trained in secure and proper data management.

## **How We Use Your Personal Information**

We do not use your data for marketing purposes unless you have explicitly consented or you are a business contact who has previously inquired about a similar service.

Personal information provided via our website or through other means is primarily required for delivering contracted services. By submitting your application, you consent

to the processing of your personal data for recruitment purposes. Additionally, we may process your data for the following purposes:

- **Contractual obligations:** To provide services, fulfil contracts, or take actions linked to a contract, such as communicating with you or offering support services.
- **Legitimate interests:** We may process your personal data when it is in our legitimate interest to do so, provided that these interests are not overridden by your rights and freedoms. These legitimate interests include:
  - The exchange of personal data of our candidates and consultants to match to roles, provide training, identify right to work etc.
  - Managing and improving client and partner relationships
  - Improving our services and website
  - Conducting business analysis and market research
  - Ensuring network and information security to prevent unauthorised access
  - Investigating or responding to legal claims or disputes.

A balancing test has been carried out to ensure that our legitimate interests are not overridden by your rights and freedoms.

### Data Retention

We will retain your personal data only for as long as is necessary to fulfil our contractual or legal obligations, or where there is a legitimate business reason for doing so.

When determining the relevant retention periods, we consider the following factors:

- Our contractual obligations and rights in relation to the information involved
- Legal requirements under applicable laws to retain data for certain periods
- Statutory limitation periods under applicable law(s)
- (Potential) disputes or investigations
- Guidelines issued by relevant data protection authorities.

Specifically, we retain:

- Client and business partner data for up to 6 years after the end of the contractual relationship
- Financial and compliance data in accordance with tax and financial regulations (typically up to 7 years)
- Personal data for candidates and employees as per legal requirements, more detail available in our Candidate Privacy Notice available to applicants.

After this time, we securely erase or anonymise your personal information if it is no longer required for the purposes for which it was collected.

## Data Transfers Outside the UK

Your data may be transferred outside the UK (e.g., if we use a cloud service that has host servers in another country). In such cases, we will ensure that your data is protected by adequate safeguards. This includes:

- **Standard Contractual Clauses (SCCs)** approved by the UK Information Commissioner's Office (ICO) or similar mechanisms
- **Binding Corporate Rules (BCRs)** or adequacy decisions where appropriate.

These measures ensure that your personal data remains secure and is processed in accordance with UK data protection laws, even when transferred outside the UK.

## Data Security

We take all reasonable steps to ensure that your personal information is treated securely and in accordance with this privacy notice. Our security measures include:

- Data encryption
- Regular security audits
- Access controls and authorization protocols
- Secure storage of both physical and digital records.

We follow strict procedures and employ security features to protect your data from unauthorised access. However, we cannot guarantee the absolute security of data transmitted over the internet due to risks outside our control. Any transmission of data is at your own risk.

## Data Breach Notification

In the event of a personal data breach, we will notify the Information Commissioner's Office (ICO) within 72 hours unless the breach is unlikely to result in a risk to your rights and freedoms. If the breach poses a high risk, we will also inform you without undue delay.

## Your Rights

Under UK data protection law, you have the following rights (subject to certain conditions):

- **The right to access:** You have the right to request access to your personal data and to obtain information about how we process it
- **The right to correct:** If your personal data is inaccurate or incomplete, you have the right to have it corrected
- **The right to erasure:** In certain circumstances, you have the right to request the deletion of your personal data (also known as the 'right to be forgotten')
- **The right to restrict processing:** You can request the restriction of processing of your data in specific situations
- **The right to object:** You can object to the processing of your personal data in some circumstances, particularly if we are processing it based on legitimate interests or for direct marketing purposes
- **The right to withdraw consent:** Where we rely on your consent to process your personal data, you have the right to withdraw that consent at any time

- **The right to data portability:** You can request that we provide your personal data in a structured, commonly used, and machine-readable format
- **The right to lodge a complaint:** If you believe we are not handling your data in accordance with the law, you have the right to file a complaint with the ICO

Further information about your rights can be obtained from the ICO at <https://ico.org.uk/>.

### Changes to this Privacy Notice

We update our privacy statement from time to time. Any changes we make will be posted online, and where appropriate, notified to you. In certain cases, you may be required to read and accept the new terms to continue using our website and services.

Version published	Drafted by	Approved by	Next review
11 December 2024	Natalia Nowik	Tracy Jordan	8 December 2024

### Contact Us

If you have any questions, comments, or requests regarding this privacy notice, please contact us at:

#### Vantage Point Global

Longcroft House  
2-8 Victoria Avenue  
London EC2M 4NS

#### Data Protection Officer:

Tracy Jordan  
Email: [Tracy.Jordan@vantagepointglobal.com](mailto:Tracy.Jordan@vantagepointglobal.com)