

# Data Protection and Privacy Policy

Nation Recruit's online service is committed to protecting the privacy of our users. The integrity and future success of Nation Recruit is dependent on adhering to the strictest codes of confidentiality and the correct treatment of your personal data.

## Personal Details

Your contact details or name cannot be viewed by anyone except members of staff of Nation Recruit and members of staff at the company that is recruiting or representing a vacancy and our trusted third party companies.

You have access to view all the information we hold on you at any time. Your information can be updated by you at any time. If you do not wish your details to be held on our database you can email [info@nationrecruit.com](mailto:info@nationrecruit.com) to request to have your details removed.

Any opportunities you choose to pursue will be strictly confidential between you, us and the company that is recruiting or representing a vacancy. However you will understand that any of our clients you talk to have the right to store your personal information on their own database for future use if you have agreed to pursue an opportunity that they are representing or recruiting.

## How We Use Your Information

Your personal details, including your name, CV and e-mail address are held and used by us for the following purposes:

- For taking into consideration any applications made by you to vacancies advertised by Nation Recruit Ltd
- For matching your details with job searches.
- For allowing you to access and log into the website.

Other than in the following circumstances, we do not and will not disclose your information to other parties without your consent.

- We maybe required by law to release information relating to you to regulatory or law enforcement authorities, if required to do so.
- Should Nation Recruit Ltd merge or be acquired by another company we may share the information that relates to you with the new owners of the business and their advisers. You will be informed should such an event occur.

## How we will contact you

Nation Recruit will send you an email on behalf of our clients to inform you of job opportunities that match criteria that you have given regarding your preferred employment.

You may be contacted by either e-mail or telephone as provided by you to inform you of your selection for interview or reject you due to unsuitability for the role. This will be done by Nation Recruit or the company who is recruiting or representing the position through us.

Nation Recruit reserves the right to contact you by email or telephone to check your current status.

## The Data Protection Act 1998

The information that you give us is termed "personal data" under the Data Protection Act 1998. Nation Recruit follow the principles set out in that Act when we process your personal data. All the personal data that we obtain from you is held on our central database and we do not share this information with third party unless required by law, acquisition or merger.

## Changes to our Privacy Policy

This privacy policy may be changed by Nation Recruit at any time. Should we change our privacy policy we will set out those changes here, and that you will always know what personal information we gather, the purposes we might use it for and to whom we might disclose it. If, at any time, you have questions or concerns about Nation Recruit's online privacy commitment, please feel free to contact us on 0845 075 3766 or send an e-mail to [info@nationrecruit.com](mailto:info@nationrecruit.com)

## Website Information

We generally do not make extensive use of cookies as we use the database instead and therefore, only the following information will be stored in a user's cookie:

Username Cookie - This will simply store the candidate's email address to pre-populate the username field when they log back into the site.

Remember Me Cookie - This will simply store the fact that the candidate has chosen to allow their username (email address) to be remembered.

General ASP or ASP.Net session cookie - This is an automatically created cookie that is used by ASP and ASP.Net website to maintain the candidate's session.

# Disclaimer

Whilst Nation Recruit uses all reasonable care in compiling and presenting the information found on this website, it is provided purely for information and you should seek further guidance and make independent enquiries before relying upon it.

The information included in this website is subject to change without notice.

Nation Recruit makes no representation or warranty whatsoever regarding the completeness, accuracy, currency, adequacy, suitability or operation of this website, or of the information it contains, nor makes any such warranty in respect of any information carried on any website operated by a third party which may be accessed from this website, nor that the information on this or any third party website has in any way been verified by Nation Recruit.

All information contained on this website is provided on an "as is" basis. Nation Recruit assumes no responsibility for information contained in this site and disclaims all liability arising from negligence or otherwise in respect of such information.

Nation Recruit does not guarantee that any employer or client will ask for a candidate's information, or to interview a candidate or hire a candidate, or that any candidates will be available or will meet the needs of any employer or client. Nation Recruit cannot guarantee that any employer or client will keep confidential any candidate information or data provided to the employer or client.

Nation Recruit makes no representation or warranty as to the final terms and duration of any appointment obtained through an introduction from this web site.

This website was created in England. Any interpretation of its content, claims or disputes (of whatever nature and not limited to contractual issues) shall be subject to the exclusive jurisdiction of the English and Welsh Courts under English law.