



Privacy Policy

Effective Date: 14th April 2025

Company Name: Talent Identity Ltd

Registered Address: 71-75 Shelton Street, Covent Garden, London, United Kingdom, WC2H 9JQ

Company Number: 16024213

1. Introduction

Talent Identity Ltd is committed to protecting your privacy and handling your personal data in a transparent and secure way. This Privacy Policy explains how we collect, use, share, and protect your personal information under the UK General Data Protection Regulation (UK GDPR).

It applies to:

- Website Users
 - Candidates
 - Clients
 - Suppliers
 - Subscribers
 - Emergency contacts
 - Individuals featured in creative or research content
-

2. What Personal Data We Collect

Candidates

- Name, contact details, CV, education and employment history
- Immigration status, salary expectations



- Health or diversity-related data (where applicable)
- Criminal record information (if relevant)

Clients

- Name, job title, company contact details
- Billing and contract details
- Job briefs and company background information

Suppliers

- Name, business contact details
- Bank details for payment
- Service agreements

Subscribers

- Name and email address
- Preferences for marketing or events

Website Users

- Cookies, IP addresses, usage data, and browser types

Other Individuals

- Referees, emergency contacts, people involved in filming/interviews
-



3. How We Collect Your Data

We collect data through:

- Direct interactions (calls, emails, meetings, form submissions)
 - CV or job application submissions
 - Third-party sources such as LinkedIn or job boards
 - Cookies and analytics tools on our website
-

4. How We Use Your Personal Data

We use your information to:

- Deliver recruitment and consulting services
 - Match candidates to job opportunities
 - Maintain and manage client/supplier relationships
 - Send marketing communications (with consent)
 - Improve website performance and user experience
 - Meet legal obligations
-

5. Legal Basis for Processing

We rely on the following lawful bases:

- **Contractual necessity** – to fulfil service agreements
- **Legitimate interest** – to run our business effectively
- **Consent** – for marketing or special categories of data
- **Legal obligation** – for tax, regulatory, or compliance reasons



6. Sharing Your Data

We may share your personal data with:

- Prospective employers or clients
- IT, finance, or analytics service providers
- Legal or regulatory bodies (if required)
- Partners or subcontractors assisting with delivery of services

All third parties are required to uphold confidentiality and data protection standards.

7. International Transfers

Data transferred outside the UK or EEA will be protected by appropriate safeguards, such as Standard Contractual Clauses or equivalent legal frameworks.

8. Data Retention

- **Candidates:** Up to 3 years from last contact
 - **Clients/Suppliers:** Up to 6 years post-contract
 - **Creative media participants:** Data deleted 6 months post-project
 - Data will be securely deleted or anonymised when no longer needed
-

9. Your Data Rights



Under the GDPR, you have the right to:

- Access your personal data
- Correct inaccurate or incomplete data
- Request erasure (the “right to be forgotten”)
- Restrict or object to processing
- Request data portability
- Withdraw consent at any time
- Lodge a complaint with the ICO (Information Commissioner’s Office)

To exercise these rights, contact us at **Chris@talent-identity.com**

10. Data Security

We employ appropriate technical and organisational measures to protect your data, including limiting access to authorised staff, using encrypted storage, and working with ISO27001-accredited partners.

11. Cookies

Our website uses cookies to:

- Improve your browsing experience
- Track visitor behaviour for analytics
- Provide relevant job or content recommendations

For more, please refer to our [Cookie Policy]. You can manage your cookie preferences via your browser settings.

12. Updates to This Policy



We may update this Privacy Policy from time to time. Changes will be posted on our website. Please review periodically to stay informed.

13. Contact Us

Data Protection Officer

Talent Identity Ltd

Email: Chris@talent-identity.com

Address: 71-75 Shelton Street, Covent Garden, London, WC2H 9JQ