



## Human Resources Data Protection Policy

# PYROBAN®

### 1. Purpose

At Pyroban Limited, Pyropress Limited and Pyroban France, we collect and process information about individuals (i.e., 'personal data') for business purposes, including employment and HR administration, provision of our services, marketing, and business administration. This includes personal data relating to our staff, customers, suppliers and other third parties.

Post-Brexit, the UK continues to be committed to maintaining high standards of the General Data Protection Regulation (GDPR) and the government has incorporated it into UK law (the UK GDPR) alongside the Data Protection Act 2018.

Compliance with data protection law is essential to ensure that personal data remains safe, our business operations are secure and the rights of individuals are respected. Pyroban Limited, Pyropress Limited and Pyroban France are controllers under data protection law, meaning they decide how and why they use personal data. This policy explains our procedures for complying with data protection law in relation to personal data. It also sets out your obligations whenever you are processing any personal data in the course of your employment.

If you routinely handle individuals' personal data, you will be given specific guidance regarding data protection procedures in relation to your particular role/department. Any guidance will supplement your obligations as set out in this policy.

There will also be other policies which will impact on how you deal with personal data and data protection. The main ones are our Information Security Policy, Computer Acceptable Use Policy and Email and Internet Use Policy, and we expect you to comply with these where relevant.

This policy does not give contractual rights to any employees. It may be updated at any time.

### 2. Scope

This policy applies to all Pyroban Limited, Pyropress Limited and Pyroban France (referred to as 'the Company') employees, agency workers, consultants, interns and directors, (together referred to as 'employees' or 'you').

### 3. Responsibilities

The Directors are ultimately responsible for the Company's compliance with applicable data protection law. The Company has appointed a Data Protection Lead who is responsible for overseeing, advising on and administering compliance with this policy and data protection law.

The Company's Data Protection Lead is Katy Tyrrell, HR Manager.

Email: [katy.tyrrell@pyroban.com](mailto:katy.tyrrell@pyroban.com)

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All employees at the Company have responsibility for ensuring that personal data is kept secure and processed in a lawful manner although certain employees will have particular responsibilities, of which they will be aware and in respect of which they may receive specific instructions.

If you are in any doubt about how you should handle personal data, or if you have any concerns or questions in relation to the operation (or suspected breaches) of this policy, you should seek advice from the Data Protection Lead.

### 4. The Importance of Data Protection Compliance

Data protection law in the UK is regulated and enforced by the Information Commissioner's Office (ICO). Failure to comply with data protection law may expose the Company and, in some cases, individual



employees to serious legal liabilities. These can include criminal offences and large fines. In addition, an individual may seek damages from us in the courts if we breach their rights under data protection law. Breaches of data protection law can also lead to serious damage to our brand and reputation.

In addition to the legal liabilities, failure to comply with your obligations under this policy could lead to disciplinary action and, in serious cases, could result in the termination of your employment.

## **5. Personal Data**

Personal data means any information relating to any living individual (also known as a 'data subject') who can be identified (directly or indirectly) in particular by reference to an identifier (e.g., name, NI number, employee number, email address, physical features). Relevant individuals can include your colleagues, consumers, members of the public, business contacts, etc. Personal data can be factual (e.g., contact details or date of birth), an opinion about a person's actions or behaviour, or information that may otherwise impact on that individual. It can be personal or business related.

Personal data may be automated (e.g., electronic records such as computer files or in emails) or in manual records which are part of a filing system or are intended to form part of a filing system (e.g., structured paper files and archives).

## **6. The 'Processing' of Personal Data**

'Processing' personal data means any activity that involves the use of personal data (e.g., obtaining, recording or holding the data, amending, retrieving, using, disclosing, sharing, erasing or destroying). It also includes sending or transferring personal data to third parties.

## **7. Data Protection Obligations**

The Company is responsible for and must be able to demonstrate compliance with data protection law. To ensure that the Company meets its responsibilities, it is essential that its employees comply with data protection law and any other Company policies, guidelines or instructions relating to personal data when processing personal data in the course of their employment.

We have set out below the key obligations under data protection law and details of how the Company expects employees to comply with these requirements.

### **7.1 Process personal data in a fair, lawful and transparent manner**

#### **Legal grounds for processing**

Data protection law allows us to process personal data only where there are fair and legal grounds which justify using the information.

Examples of legal grounds for processing personal data include the following (at least one of these must be satisfied for each processing activity):

- complying with a legal obligation (e.g., health and safety or tax laws);
- entering into or performing a contract with the individual (e.g., an employee's terms and conditions of employment, or a contract for services with an individual customer);
- acting in the Company's or a third party's legitimate interests (e.g., maintaining records of business activities, monitoring business productivity); and
- obtaining the consent of the individual (e.g., for sending direct marketing communications).

Where consent is relied upon, it must be freely given, specific, informed and unambiguous, and the Company must effectively demonstrate that consent has been given.

In line with ICO guidance regarding the employer/employee relationship, the Company does **not** use consent as a legal ground for processing employee data unless the data processing activities concerned are genuinely optional.

In most cases, consent is also not required for other standard business activities involving use of customer or supplier data, but it may be needed for activities which are outside of normal business management activities, such as direct marketing activities.

### **Transparency**

Data protection law also requires us to process personal data in a transparent manner by providing individuals with appropriate, clear and concise information about how we process their personal data.

We usually provide individuals with basic information about how we use their data on forms which collect data (such as application forms or website forms), and in longer privacy notices setting out details including: the types of personal data that we hold about them, how we use it, our legal grounds for processing the information, who we might share it with and how long we keep it for. We provide information about our processing of employees' personal data in the Company's Employee Privacy Notice.

We supplement these notices, where appropriate, with reminders or additional information at the time particular processing activities take place or become relevant for an individual (for example when they sign up for a new service or event).

### ***What you need to do:***

By processing personal data only in accordance with your lawful job duties and Company instructions, ordinarily, you will be processing personal data fairly and lawfully.

The standard privacy notices and statements that we issue, for example, to employees, customers and the public, should normally be sufficient to ensure that individuals have appropriate information about how you are handling their personal data in the course of your employment. However, you should consider whether reminders or additional information may be appropriate at the time particular processing activities take place. This is particularly important if you think that individuals may need further assistance to understand clearly how their data will be used as part of such activities.

Any new forms which collect personal data and any proposed consent wording must be approved in advance by the Data Protection Lead.

If you have any concerns about the legal grounds for processing personal data or if you are unsure whether individuals have been provided with appropriate information (in particular in relation to any new processing activities), please check with the Data Protection Lead.

## **7.2 Take extra care when handling sensitive or special categories of personal data**

Some categories of personal data are 'special' because they are particularly sensitive. These include information that reveals details of an individual's:

- racial or ethnic origin;
- political opinions;
- religious or philosophical beliefs;
- trade union membership;
- physical or mental health;
- sexual life or sexual orientation;
- biometric or genetic data (if used to identify that individual); and
- criminal offences or convictions.

Where special category personal data is concerned, data protection law requires us to have (as well as one of the legal grounds described in section 7.1), an additional legal ground to justify using this sensitive information. The appropriate legal ground will depend on the circumstances.

Additional legal grounds for processing special category data include the following. Those marked with an asterisk (\*) would be particularly relevant to processing employees' special category personal data:

- complying with a legal obligation/exercising a legal right in the field of employment\*;
- assessing working capacity (based on expert medical opinion, and subject to obligations of confidentiality)\*;
- carrying out equalities monitoring in relation to racial or ethnic origin, religious beliefs, health or sexual orientation\*;
- exercising, establishing or defending legal claims\*;
- preventing or detecting unlawful acts; or
- explicit consent of the individual. (As well as the requirements for consent outlined in section 1 above, this requires an express statement from the individual that their special category of data may be used for the intended purposes.)

***What you need to do:***

If you are handling special category personal data in the course of your employment, you need to take extra care regarding compliance with data protection law. In particular, try to ensure that:

- any processing activities are strictly in accordance with your lawful job duties and Company instructions;
- there are appropriate legal grounds for processing the data (both basic grounds under section 1 and additional grounds under this section 2) which have been assessed for your specific activities;
- individuals have received adequate information regarding how their data is being handled. In some cases, an existing privacy notice may need to be supplemented with more specific information regarding special category data (e.g., when the Company is managing sickness absence and/or making adjustments to job duties for employees with disabilities or serious illness, we may provide additional ad hoc privacy notices to supplement the Employee Privacy Notice);
- you apply additional security and confidentiality measures, taking into account that the impact on individuals of loss or misuse of their special category data may be greater than with other types of data. See also section 7.7 below; and
- if you are relying on consent as a legal ground for processing, you obtain advance approval of any consent wording from the Data Protection Lead.

If you are routinely handling special category data as part of the requirements of your role and job duties, the Company will ordinarily have put in place procedures which ensure that your processing activities satisfy the requirements above.

However, if alternative circumstances apply (e.g., you are involved in a new project or updating an existing system which involves new types of processing of special category data), please contact the Data Protection Lead to ensure that the correct compliance procedures are followed.

Similarly, if you have any concerns over the legal grounds that apply when you are processing special category data or the appropriate information to be provided to individuals, please get in touch with the Data Protection Lead.

**7.3 Only process personal data for specified, explicit and legitimate purposes**

The Company will only process personal data in accordance with our legitimate purposes to carry out our business operations and to administer employment and other business relationships.

***What you need to do:***

You must only use the personal data that you process in the course of your duties for the Company's legitimate and authorised purposes. You must not process personal data for any purposes which are unrelated to your job duties.

Processing personal data for any incompatible or unauthorised purposes could result in a breach of data protection law (e.g., using the company contacts database to find out a colleague's home address for private, non-work-related purposes). This may have potentially damaging consequences for all parties concerned, including disciplinary action.

If you find that you need to process personal data for a different purpose from that for which it was originally collected, you must check whether the individuals have been informed and, if not, consider whether the additional purpose is legitimate (in the context of the Company's business activities) and compatible with the original purpose.

If you are unsure about whether the purposes for processing are legitimate, you should contact the Data Protection Lead before going ahead with processing the data for the additional purpose.

**7.4 Ensure personal data is adequate, relevant and limited to what is necessary for your legitimate purposes**

Data protection law requires us to ensure that, when we process personal data, it is adequate, relevant to our purposes and limited to what is necessary for those purposes (also known as 'data minimisation'). In other words, we ask for the information we need for our legitimate business purposes, but we won't ask for more information than we need in order to carry out our business operations.

***What you need to do:***

You should try to ensure that you only acquire and process the personal data that you actually need for the Company's legitimate and authorised purposes within the scope of your role.

You must ensure that you have sufficient personal data needed to be able to use it fairly and to take into account all relevant details.

If you are creating forms that collect personal data, you should be able to justify why each specific category of data is being requested.

You must also comply with the Company's instructions about data retention and storage, ensuring that personal data is only kept for as long as it is needed for any intended purpose.

**7.5 Keep personal data accurate and (where necessary) up-to-date**

The Company must take steps to ensure that personal data is accurate and (where necessary) kept up-to-date. For example, we request that employees provide us with any change in contact details or personal information in Iris HR, the Company's Human Resources System. We also take care that decisions impacting individuals are based on accurate and up-to-date information.

***What you need to do:***

When you process individuals' personal data in the course of your employment, you must make reasonable efforts to be accurate and, where necessary, keep the relevant information updated.

When collecting any personal data, try to confirm its accuracy at the outset. If you subsequently discover any inaccuracies in the personal data that you are handling, these need to be corrected or deleted without delay.

Personal data should be held in as few places as possible to avoid the risk that duplicate copies are not updated and become out of sync. You should not create additional copies of personal data, but should work

from and update a single central copy where possible (in accordance with standard Company procedures on retention and storage of records).

#### **7.6 Keep personal data for no longer than is necessary for the identified purposes**

Records containing personal data should only be kept for as long as they are needed for the identified purposes. The Company has in place data retention, storage and deletion policies and internal processes/guidelines regarding various types of company records and information that contain personal data.

We take appropriate steps to retain personal data only for so long as is necessary, taking into account the following criteria:

- the amount, nature, and sensitivity of the personal data;
- the risk of harm from unauthorised use or disclosure;
- the purposes for which we process the personal data and how long we need the particular data to achieve these purposes;
- how long the personal data is likely to remain accurate and up-to-date;
- for how long the personal data might be relevant to possible future legal claims; and
- any applicable legal, accounting, reporting or regulatory requirements that specify how long certain records must be kept.

#### ***What you need to do:***

Please familiarise yourself with our retention policies, processes, guidelines and instructions that are relevant to your job. Ensure that, where it falls within your responsibility, you destroy or erase all information that you no longer require in accordance with these.

If you are not sure what retention guidelines/instructions apply to you in your role, or you are unsure of how to apply them to a particular type or item of personal data, please contact the Data Protection Lead.

#### **7.7 Take appropriate steps to keep personal data secure**

Keeping personal data safe and complying with the Company's security procedures to protect the confidentiality, integrity, availability and resilience of personal data is a key responsibility for the Company and its workforce.

The Company has an Information Security Policy, which sets out its organisational and technical security measures to protect information, including personal data.

The Company also has a Computer Acceptable Use Policy and Email and Internet Use Policy which set out protocols for employees on use of technology and communications systems, which also help to ensure appropriate security of personal data stored or communicated using such systems.

We regularly evaluate and test the effectiveness of these measures to ensure the security of our personal data processing activities as set out in our Information Security Policy.

#### ***What you need to do:***

To assist the Company in maintaining data security and protecting the confidentiality and integrity of the personal data you handle in course of your employment, we require you to comply with this policy, our Information Security Policy, our Computer Acceptable Use Policy and Email and Internet Use Policy and any Company instructions regarding the processing and security of personal data.

#### **7.8 Take extra care when sharing or disclosing personal data**

The sharing or disclosure of personal data is a type of processing, and therefore all the principles described



in this policy need to be applied.

#### **Internal data sharing**

The Company ensures that personal data is only shared internally on a 'need to know' basis.

#### **External data sharing**

We will only share personal data with other third parties (including group entities) where we have a legitimate purpose, and an appropriate legal ground under data protection law which permits us to do so. Commonly, this could include situations where we are legally obliged to provide the information (e.g., to HMRC for tax purposes) or where necessary to perform our contractual duties to individuals (e.g., provision of information to our occupational pension providers).

We may appoint third party service providers (known as processors) who will handle information on our behalf, for example to provide payroll, data storage or other technology services.

The Company remains responsible for ensuring that its processors comply with data protection law and this policy in their handling of personal data. We must assess and apply data protection and information security measures prior to and during the appointment of a processor. The extent of these measures will vary depending on the nature of the activities, but will include appropriate risk assessments and reviews, and contractual obligations.

Details of the recipients or categories of recipients of personal data (including processors and other third parties) should be set out in privacy notices as described in section 1 above.

#### **What you need to do:**

You may only share or disclose the personal data we hold internally with an employee, agent or representative of the Company if the recipient has a job-related need to know the information.

You may only disclose the personal data we hold to service providers or other third parties (including group entities) where:

- there is a legitimate purpose and an appropriate legal ground for doing so (e.g., it is necessary for them to process the personal data in order to provide a service to us such as payroll, or if we are legally obliged to do so);
- the individuals whose personal data is being shared have been properly informed (e.g., in an appropriate privacy notice);
- if the disclosure is to a service provider, the Company has checked that adequate security and data protection measures are in place to protect the personal data concerned;
- the service provider or third party has signed up to a written contract that contains the provisions required by data protection law (unless the Data Protection Lead has determined that this is not required in context); and
- the transfer complies with any overseas transfer restrictions, if applicable.

Routine disclosures of personal data to established recipients (e.g., payroll providers or group entities) which form a normal and regular part of your role and job duties will ordinarily satisfy the above requirements. You should always ensure you comply with any particular Company instructions you are given. However, if you are in any doubt as to whether you can share personal data with anyone else, first contact the Data Protection Lead.

#### **7.9 Do not transfer personal data to another country unless there are appropriate safeguards in place**

An overseas transfer of personal data takes place when the data is transmitted or sent to, viewed, accessed or otherwise processed in, a different country.

The EU GDPR regime restricts international transfers of personal data outside of the EEA on the basis that other countries may not offer a sufficient level of data protection. Restricted transfers are only permitted if the country or territory to which the data is transferred has received an 'adequacy decision' from the EU Commission. Additional safeguards such as standard contractual clauses or binding corporate rules are put in place, or an exception applies.

#### **Transferring personal data from EEA Countries to the UK**

On 28 June 2021, the EU Commission formally adopted an 'adequacy decision' that permits the continued free flow of personal data from EEA countries to the UK under the EU GDPR. The adequacy decision is valid for an initial four year period, after which it may be renewed if the EU Commission is satisfied that the UK continues to provide adequate protection for personal data.

#### **Transferring UK personal data to EEA Countries**

In much the same way as the EU GDPR restricts transfers of personal data outside the EEA, the UK GDPR restricts transfers of personal data outside the UK. However, in the lead up to the end of the post-Brexit transition period, the UK Government recognized EEA member states as providing adequate protection for personal data and allows for the continued free flow of personal data from the UK to the EEA without the need for additional safeguards. Data protection documentation such as privacy notices should, however, identify that personal data is being transferred on this basis.

#### **Transferring personal data to countries outside of the EEA.**

As before, transfers of personal data from UK to countries outside of the EEA are restricted and require adequacy decisions or other safeguards. To ensure that data protection is not compromised when personal data is transferred to another country, the Company assesses the risks of any transfer of personal data outside of the UK (taking into account the principles in this policy, as well as the restrictions on transfers outside the EEA) and puts in place additional appropriate safeguards where required.

We do not currently transfer personal data outside the EEA.

#### ***What you need to do:***

If you are required to transfer individuals' personal data outside of the UK or EEA in the course of your employment, adequate safeguards will need to be in place. Where these overseas transfers are a normal part of your role, the Company's current safeguards are likely to provide the required levels of data protection.

However, if you are transferring personal data overseas in alternative circumstances (e.g., for new types of processing activities which haven't previously formed part of your job scope and activities, or to countries with which you haven't previously dealt) you should contact the Data Protection Lead for further guidance before going ahead with the transfer.

#### **7.10 Report any data protection breaches without delay**

The Company takes any data protection breaches very seriously. These can include lost or mislaid equipment or data, use of inaccurate or excessive data, failure to address an individual's rights, accidental sending of data to the wrong person, unauthorised access to, use of or disclosure of data, deliberate attacks on the Company's systems or theft of records, and any equivalent breaches by the Company's service providers.

Where there has been a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of or access to individuals' personal data, the Company will take immediate steps to identify, assess and address it, including containing the risks, remedying the breach, and notifying appropriate parties (see below). The Company has an Internal Breach Management Procedure which sets out its procedures for identifying, assessing and addressing security breaches that happen internally (see Appendix A) and also an External Breach Management Procedure which sets out the steps to be followed in



the event that an employee or the Company is notified that their personal data has been involved in an external data breach, e.g., a supplier (see Appendix B).

If the Company discovers that there has been an internal personal data security breach that poses a risk to the rights and freedoms of individuals, we will report it to the ICO within 72 hours of discovery.

We also keep an internal record of all personal data breaches regardless of their effect and whether or not we report them to the ICO.

If a personal data breach is likely to result in a high risk to the rights and freedoms of individuals, we will tell affected individuals that there has been a breach and provide them with information about its likely consequences and the mitigation measures we have taken.

***What you need to do:***

If you become aware of any breach or suspected breach of this policy (including, in particular any security breach), you must follow the applicable procedure and report it to the Data Protection Lead immediately via email to ensure that the breach is effectively assessed and addressed, and that we comply with the Company's data breach reporting obligations.

**7.11 Do not use profiling or automated decision-making unless authorised to do so**

Profiling, or automated decision-making, occurs where an individual's personal data is processed and evaluated by automated means resulting in an important decision being taken in relation to that individual. This poses particular risks for individuals where a decision is based solely on that profiling or other automated processing.

One example of solely automated decision-making would be using an online psychometric test to automatically reject job applicants who do not meet a minimum pass mark (without any human oversight such as a review of the test results by a recruiting manager).

Data protection law prohibits decision-making based solely on profiling or other automated processing, except in very limited circumstances. In addition, where profiling or other automated decision-making *is* permitted, safeguards must be put in place, and we must give individuals the opportunity to express their point of view and challenge the decision. We do not generally conduct profiling or other automated decision-making in respect of employees'/customers'/suppliers' personal data.

***What you need to do:***

If you conduct profiling or other automated decision-making in the course of your role, you must familiarise yourself with and implement any applicable safeguards.

If you are proposing to undertake any new automated decision-making or profiling activities in the course of your employment, please contact the Data Protection Lead who will advise you whether it is permitted and about the safeguards you need to put in place.

**7.12 Integrate data protection into operations**

Data protection law requires the Company to build data protection considerations and security measures into all of our operations that involve the processing of personal data, particularly at the start of a new project or activity which may impact on the privacy of individuals. This involves taking into account various factors including:

- the risks (and their likelihood and severity) posed by the processing for the rights and freedoms of individuals;
- technological capabilities;

- the cost of implementation; and
- the nature, scope, context and purposes of the processing of personal data.

We also seek to assess data protection risks regularly throughout the lifecycle of any project or activity which involves the use of personal data.

**What you need to do:**

If you are involved in the design or implementation of a new project or activity that involves processing personal data, you must give due consideration to all the principles of data protection set out in this policy.

You should assist the Data Protection Lead with regular reviews of projects or activities to ensure data protection risks continue to be addressed.

A useful tool for assessing data protection and privacy considerations is a Data Protection Impact Assessment or 'DPIA'. A DPIA will consider the necessity and proportionality of a processing operation and assess the risks to individuals and the measures that can be put in place to mitigate those risks. A DPIA must be carried out if a data processing operation is likely to give rise to a high risk to individual rights and freedoms.

If you are involved in the design or implementation of a new project that involves processing personal data, you must check whether it is necessary to conduct a DPIA or similar risk or compliance assessment by contacting the Data Protection Lead. They will also be able to advise you on how we expect you to conduct, or otherwise contribute to, a DPIA or similar risk assessment.

## 8. Individual Rights and Requests

Under data protection law, individuals have certain rights when it comes to how we handle their personal data. For example, an individual has the following rights:

- **The right to make a 'subject access request'**. This entitles an individual to receive a copy of the personal data we hold about them, together with information about how and why we process it and other rights which they have (as outlined below). This enables them, for example, to check we are lawfully processing their data and to correct any inaccuracies.
- **The right to request that we correct incomplete or inaccurate** personal data that we hold about them.
- **The right to withdraw any consent** which they have given.
- **The right to request that we delete or remove** personal data that we hold about them where there is no good reason for us continuing to process it. Individuals also have the right to ask us to delete or remove their personal data where they have exercised their right to object to processing (see below).
- **The right to object to our processing** of their personal data for direct marketing purposes, or where we are relying on our legitimate interest (or those of a third party), where we cannot show a compelling reason to continue the processing.
- **The right to request that we restrict our processing** of their personal data. This enables individuals to ask us to suspend the processing of personal data about them, for example if they want us to establish its accuracy or the reason for processing it.
- **The right to request that we transfer** to them or another party, in a structured format, their personal data which they have provided to us (also known as the right to 'data portability'). The applicability of this right depends on the legal grounds on which we process it.
- **The right to challenge a decision** based solely on profiling/automated processing, to obtain human intervention, and to express their point of view.

We are required to comply with these rights without undue delay and, in respect of certain rights, within a one-month timeframe.



Individuals also have rights to complain to the ICO about, and to take action in court to enforce their rights and seek compensation for damage suffered from, any breaches.

**What you need to do:**

If you wish to make a subject access request, please follow the Company's Subject Access Request procedure (Appendix C).

If you receive a request from an individual seeking to exercise a right in relation to their personal data or making an enquiry or complaint about our use of their personal data, you must forward the request, enquiry or complaint to the Data Protection Lead immediately so that it can be dealt with appropriately and within the applicable time limit. Your assistance may be needed to address and respond to the request, enquiry or complaint.

**9. Record Keeping**

In order to comply, and demonstrate our compliance, with data protection law, the Company keeps various records of our data processing activities. These include a Record of Processing which must contain, as a minimum: the purposes of processing; categories of data subjects and personal data; categories of recipients of disclosures of data; information about international data transfers; envisaged retention periods; general descriptions of security measures applied; and certain additional details for special category data.

**What you need to do:**

You must also comply with our applicable processes/guidelines and any specific instructions you are given concerning the keeping of records about our processing of personal data.

If you are processing individuals' personal data in the course of your employment and you collect any new types of personal data or undertake any new types of processing activities, either through the introduction of new systems or technology or by amending existing ones, please inform the Data Protection Lead so that we are able to keep our records up-to-date.

**10. Training**

We require all employees to undergo some basic training to enable them to comply with data protection law and this policy. Additional training may be required for specific roles and activities involving the use of personal data.

To this end, we provide training as part of our induction process for new joiners to the Company and operate an ongoing training programme to make sure that employees' knowledge and understanding of what is necessary for compliance in the context of their role is up-to-date. Attendance at such training is mandatory and will be recorded.

**11. Departures from this Policy**

There are some very limited exemptions from data protection law, which may permit departure from aspects of this policy in certain circumstances.

You will be given specific instructions if any exemptions are relevant to your role.

If you think you should be able to depart from this policy in any circumstances, you must contact the Data Protection Lead before taking any action.

**12. Revisions**

| Date       | Description  | Approval                              |
|------------|--|---------------------------------------|
| 01/12/2021 | Changes as a result of Brexit (specifically data transfers), inclusion of external breach procedure, updated internal breach procedure | Steve Noakes, MD<br>Katy Tyrrell, HRM |

## **INTERNAL DATA BREACH PROCEDURE**

### **APPENDIX A**

The following procedure must be followed in the event of an internal potential breach of personal data.

1. The Data Protection Lead must be notified of the suspected personal data breach immediately. In the Data Protection Lead's absence, the following should be notified of the suspected breach:
  - For Pyroban Limited and Pyroban France - Managing Director and/or Financial Controller.
  - For Pyropress Limited – Managing Director and/or Finance Manager.
2. The Data Protection Lead, or their deputy, will lead an investigation into the suspected breach to establish if it is genuine and if so, will:
  - Notify the Managing Director and provide regular updates on the investigation.
  - Assess the severity of the breach and the risks associated with the breach.
  - Assess the impact to individuals, the business and other impacted parties.
  - Identify and implement approved measures to contain and resolve the breach.
  - Identify and implement approved measures to mitigate any possible adverse effects to the individuals impacted by the breach.
  - Identify any future risks and implement remedial actions.
  - Prepare a full report on findings and recommendations.
  - Enter the breach on the Data Breach Register.
3. If the breach could result in discrimination, damage to reputation, financial loss, loss of confidentiality, economic disadvantage or social disadvantage, the Data Protection Lead, or their deputy, will notify the Information Commissioners Office (ICO) within 72 hours with details of:
  - The nature of the personal data breach
  - The categories and approximate number of individuals concerned
  - The categories and approximate number of personal data records concerned
  - The name and contact details of the Data Protection Lead
  - A description of the likely consequences of the personal data breach
  - A description of the measures taken, or proposed to be taken, to deal with the personal data breach and, where appropriate, of the measures taken to mitigate any possible adverse effects.
4. If appropriate, the Data Protection Lead, or their deputy, will inform the police and insurance providers.
5. The Data Protection Lead, or their deputy, will arrange for impacted individuals to be notified of the breach if there may be a risk to the rights and freedoms of those individuals. Individuals will be advised of the nature of the breach and the measures taken or proposed to be taken to deal with the breach and the measures taken to mitigate any possible adverse effects. They should also be given the contact details for Data Protection Lead should they have any questions relating to the breach.
6. Records will be kept of the breach, the findings, any action taken and by whom. Copies of any correspondence relating to the breach will also be retained. The retention period for breach notification records is 5 years although the Data Breach Register entry will be permanently retained.

## **EXTERNAL DATA BREACH PROCEDURE**

### **APPENDIX B**

The following procedure should be followed in the event that you are notified that your personal data has been part of an external data breach, e.g., a supplier notifies you of a data breach involving your personal data.

1. Get confirmation of the breach and whether your information was exposed.
  - Just because you've received an email saying there's been a breach, doesn't mean there has been a breach. It could be a fake email! Go to the external party's secure website and/or contact them to confirm the breach and whether your information was involved.
2. Find out what data has been breached.
  - Below are a few examples of what data may be held:
    - Your name
    - Your email address
    - Your telephone number
    - Your password
    - Your location
3. Contact the right people.
  - The Data Protection Lead, or their deputy in their absence, should be notified of the suspected personal data breach. If appropriate, the Data Protection Lead may liaise with the external party regarding the data breach, potential ramifications and recourse.
  - The Data Protection Lead will arrange for additional impacted individuals to be notified of the breach if there may be a risk to the rights and freedoms of those individuals. Individuals will be advised of the nature of the breach and the measures taken or proposed to be taken to deal with the breach and the measures taken to mitigate any possible adverse effects. They should also be given the contact details for Data Protection Lead should they have any questions relating to the breach.
4. Change and strengthen online logins, passwords and security Q&A.
  - It is important to immediately change your online login information, passwords and security questions-and-answers for the breached account(s) along with your other accounts if they have similar passwords and security Q&A to limit the reach of the hackers' arms.
  - Strengthen your security by taking precautions like turning on two-factor authentication.
5. Stay alert; monitor your accounts closely
  - It's important to stay alert and watch for signs of new activity.
  - Be aware of scams.



**Human Resources  
Data Protection Policy**



**SUBJECT ACCESS REQUEST PROCEDURE**

**APPENDIX C**

The UK GDPR gives individuals the right to access data held on them either in an electronic or paper form. This will include emails and CCTV records along with structured manual records located in organised filing systems. There are limited exemptions to the data that can be released including ad hoc notes made by an employee's manager held in unstructured paper files, references given for the purposes of education, training or employment and data processed for purposes of management planning.

An employee should complete the Subject Access Request Form (Part A) stating the specific record(s) required and return this to HR. A meeting will be arranged with HR for the employee to view the requested data within a maximum timeframe of one month from the request being received. The employee will need to provide proof of identification at the start of the meeting.

Employees will not be allowed to alter any materials, insert any documents into the file or remove any documents from the file. The employee is not permitted to take the original documents away with them, but individual items may be photocopied as requested by the employee. The employee is entitled to advise the Company of any factual errors in the information held by the Company. This should be done in writing, addressed to HR including any evidence to support the change as appropriate. The Company will either correct the factual error or will advise the employee that their request has been declined including the reason.

At the conclusion of the review, the employee will be required to sign Part B of the form indicating that the review has been completed.



**SUBJECT ACCESS REQUEST FORM**

**PART A**

Name of Employee

Employee ID

I wish to review the following record(s) in accordance with my rights under the UK General Data Protection Regulation (GDPR).

I understand that upon appearing for the review meeting, I must present proof of identity.

**Employee Signature**

**Date**

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**PART B**

**Acknowledgement**

I acknowledge that I have had access to the personal data requested.

**Employee Signature**

**Date**

| <b>For HR use only</b>         |  |
|--------------------------------|--|
| Date and time meeting arranged |  |
| Employee notified              |  |