

First Force Security Services Privacy Policy:

Who We Are

First Force Security Services Ltd gather and process your personal information in accordance with this privacy notice and in compliance with the **General Data Protection Regulation (GDPR)**, which became effective on 25th May 2018. With the arrival of the General Data Protection Regulation (**GDPR**), the processing of personal information is more transparent and enhances your personal to give you greater control over how your data is handled. This notice provides you with the necessary information regarding your rights and our obligations, and explains how, why and when we process your personal data.

First Force Security Services Ltd.'s registered office is at **Ferguson House, 03rd Floor, 113 Cranbrook Road, Ilford, Essex, IG1 4PU** and we are a company registered in England and Wales under company number **8884522**. We are registered on the Information Commissioner's Office Register; registration number **ZA100310**, and act as the **data controller** when processing your data. Our designated Data Protection Officer/Appointed Person is **Muhammad Sohail Anwar**, who can be contacted at **Ferguson House, 03rd Floor, 113 Cranbrook Road, Ilford, Essex, IG1 4PU**.

Information That We Collect

First Force Security Services Ltd processes your personal information to meet our legal, statutory and contractual obligations and to provide you with our products and services. We will never collect any unnecessary personal data from you and do not process your information in any way, other than as specified in this notice.

The personal data that we collect from our employees is: -

- Name
- Date of Birth
- Home Address
- Personal Email
- Business Email
- Home Telephone Number
- Mobile Telephone Number
- National Insurance Number
- Passport Number
- Driver's License Number

We collect information in the below ways: -
CV's and employee's application form

How We Use Your Personal Data (Legal Basis for Processing):

First Force Security Ltd takes your privacy very seriously and will never disclose, share or sell your data without your consent; unless required to do so by law. We only retain your data for as long as is necessary and for the purpose(s) specified in this notice. Where you have consented to us providing you

with promotional offers and marketing, you are free to withdraw this consent at any time. *The purposes and reasons for processing your personal data are detailed below: -*

- *We collect your personal data in the performance of a contract or to provide a service and to ensure that orders are completed and can be sent out to your preferred address.*
- *We collect and store your personal data as part of our legal obligation for business accounting and tax purposes*
- *We have a legal obligation to share your personal data with Check Your Staff who are a credit reference agency and provide us with financial background checks prior to you commencing employment with us*
- *We will occasionally send you marketing information where we have assessed that it is beneficial to you as a customer and in our interests. Such information will be non-intrusive and is processed on the grounds of legitimate interests*

Your Rights:

You have the right to access any personal information that **First Force Security Services Ltd** processes about you and to request information about: -

- What personal data we hold about you
- The purposes of the processing
- The categories of personal data concerned
- The recipients to whom the personal data has/will be disclosed
- How long we intend to store your personal data for
- If we did not collect the data directly from you, information about the source

If you believe that we hold any incomplete or inaccurate data about you, you have the right to ask us to correct and/or complete the information and we will strive to do so as quickly as possible; unless there is a valid reason for not doing so, at which point you will be notified.

You also have the right to request erasure of your personal data or to restrict processing (*where applicable*) in accordance with the data protection laws; as well as to object to any direct marketing from us. Where applicable, you have the right to data portability of your information and the right to be informed about any automated decision-making we may use.

If we receive a request from you to exercise any of the above rights, we may ask you to verify your identity before acting on the request; this is to ensure that your data is protected and kept secure.

Sharing and Disclosing Your Personal Information

We take the privacy and protection of your information very seriously, in line with our GDPR obligations, we are informing you that your personal data is held within our secure encrypted database

Our privacy policy, which explains how we handle your data, which has further been enhanced to further provide you a clear understanding of how your data is held. We do not share or disclose any of your personal information without your consent, other than for the purposes specified in this notice or where there is a legal requirement. **First Force Security Services Ltd** uses **SIA, London Financial Solutions, OneDrive** to provide the below services and business functions; however, all processors acting on our behalf only process your data in accordance with instructions from us and comply fully

with this privacy notice, the data protection laws and any other appropriate confidentiality and security measures.

First Force Security Services Ltd uses above for following reasons:

***SIA:** License application, renewal of SLA license holders.*

***London Financial Solutions:** Payroll tax returns and they act in the capacity of an accountant on our behalf. The only information we provide them with is your name, address, National Insurance Number and order details to meet business and legal requirements.*

***One Drive:** is a file hosting service and synchronization service operated by Microsoft which lets you easily backup, store and share photos, videos, documents, and more.*

Safeguarding Measures

First Force Security Services Ltd takes your privacy seriously and takes every reasonable measure and precaution to protect and secure your personal data. We work hard to protect you and your information from unauthorised access, alteration, disclosure or destruction and have several layers of security measures in place, *including:* - **encryptions, restricted access, IT authentication, firewalls, anti-virus/malware, passwords]**

Consequences of Not Providing Your Data *[if relying on statutory/contractual requirement basis]*

You are not obligated to provide your personal information to **First Force Security Services Ltd**, however, as this information is required for **us to provide you with employment or services**, we will not be able to offer employment or our services without it.

How Long We Keep Your Data

First Force Security Services Ltd only ever retains personal information for as long as is necessary and we have strict review and retention policies in place to meet these obligations. We are required under UK tax law to keep your basic personal data (*name, address, contact details*) for a minimum of 6 years after which time it will be destroyed.

Where you have consented to us using your details for direct marketing, we will keep such data until you notify us otherwise and/or withdraw your consent.

The below explicit consent statement can be added where the special category data is obtained if you are relying on consent – otherwise you should state the Article 9(2) basis relied on].

Where we rely on your consent for processing special category data, we will obtain your explicit consent through a **signature**. You can modify or withdraw consent at any time, which we will act on immediately, unless there is a legitimate or legal reason for not doing so.

Signature 

Position: DIRECTOR

Date 06/01/2025