Privacy Notice for External Job Applicants

Effective Date: November 2026

IM Group (‘‘IMG (UK) Holdings Limited’’ and these Companies connected through common ultimate ownership) (“IM Group”, “we”, “us” or “our”) are committed to protecting your privacy and handling your personal data fairly, lawfully and transparently.

Information We Collect

During recruitment, we may collect:

- Your name and contact details.
- CV, employment history, qualifications and application information.
- Interview notes and assessment results.
- References and background or right-to-work checks.
- Where relevant, health, diversity or criminal conviction information.

How We Use Your Information

We use your personal data to:

- Process and assess your application.
- Communicate with you about your application.
- Verify your qualifications, references and eligibility to work.
- Carry out appropriate pre-employment checks.
- Comply with legal and regulatory requirements.

We process your information where necessary to take steps before entering into an employment contract, comply with legal obligations, pursue our legitimate interests in managing recruitment or, where appropriate, with your consent.

Sharing Your Information

We may share your information with relevant IM Group employees and entities, recruitment providers, referees, background-check providers and legal or regulatory authorities where necessary.

Where third parties process information on our behalf, we require appropriate data protection safeguards.

Data Retention

If your application is unsuccessful, we will normally retain your recruitment information for six months following the conclusion of your application, unless we have a lawful reason to keep it longer.

If you are successful, relevant recruitment information may form part of your employee record.

Security

We use appropriate technical and organisational measures to protect your personal data from unauthorised access, loss, alteration or disclosure.

Your Rights

Depending on the circumstances, you may have the right to:

- Access or correct your personal data.
- Request deletion or restriction of your data.
- Object to certain processing.
- Withdraw consent where processing is based on consent.
- Request transfer of your data where applicable.

You also have the right to complain to the Information Commissioner's Office (ICO) if you have concerns about how your personal data is handled.

Contact Us

For questions about this notice or to exercise your data protection rights, please contact:

IM Group Limited
The Gate
International Drive
Solihull
B90 4WA

Email: recruitment@imgroup.co.uk

We may update this Privacy Notice from time to time. Any updated version will include a revised effective date.