

Appendix C: More Information About How We Share Your Personal Data

WHO WE SHARE YOUR PERSONAL DATA WITH	WHAT DATA WE SHARE	WHY WE SHARE IT	LEGAL GROUND
IT support provider, payroll provider. Assessment Centres.	Pay, NI and bank details / IT usage details / insert type of data as appropriate for relevant service provider. Name, Job title, email.	To enable the service provider to carry out payroll functions/IT services/ to provide and administer pension and benefits /to operate certification process/ Psychometric assessments, assessments for succession planning, HIPOs, progression.	Performance of contract. In our legitimate interest to engage appropriate service providers to manage payroll/IT, etc. Performance of contract, in our legitimate interest to manage our business.
Our legal and other professional advisers appointed from time to time.	Any of your personal data that is relevant.	To obtain legal or other professional advice about matters related to you or in the course of dealing with legal disputes with you or other Employees; to obtain advice on business management and planning, including accounting advice; to independently audit our accounts.	Legal obligation. Performance of contract. In our legitimate interest to seek professional advice to clarify our rights/obligations and appropriately defend ourselves from potential claims; to manage the business and its finances (In relation to sensitive data – legal obligation/right in relation to employment; defending legal claims.
Occupational health professionals/medical professionals.	Details of your sickness absences, information we already have about your health/medical conditions as relevant.	To seek a medical report about you in accordance with our sickness and absence policy/to carry out assessments required by health and safety legislation.	Legal obligation. In our legitimate interest to manage sickness, absence and health issues arising in our workforce (In relation to sensitive data – Legal obligation/right in relation to employment; assessment of working capacity.) Any other sharing of information may only be performed upon receipt of your explicit consent.
Legal authorities and regulators: HMRC, statistics required by government, i.e. Department of Work and Pensions, Westminster, Gambling Commission, Home Office.	Pay, tax and NI details, name, surname, contractual terms, benefits, job role, DOB.	To comply with regulatory and legal obligations.	Legal obligation. (In relation sensitive data – Legal obligation/right in relation to employment or social security; defending legal claims).

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Potential purchasers/new service providers.	Any of your personal data that is relevant, anonymity maintained by providing relevant information under unique identifier and not name.	To provide relevant information to prospective purchasers or new service providers in the event of a possible business transfer, a business or share sale, takeover or other corporate transaction.	Legal obligation. In our legitimate interest to consider/proceed with a transfer/sale of the business and information is required by prospective purchasers.
Customers, potential customers, shareholders and interested parties.	Any of your personal data that is relevant, including business contact details, information about role and experience.	Inclusion in corporate reports, for use in business communications, to obtain security clearance to work on customers' premises.	Legal obligation. In our legitimate interest to communicate about the business and our Employees to appropriate audiences, which include customers, potential customers, shareholders and other interested parties.
Third parties at your request.	Employment details as relevant.	At your request, to provide a reference to a potential new employer/details of your employment to a mortgage company.	In our legitimate interest/that of the third-party recipient to action reasonable requests by you to provide your personal data to third parties with your consent.