

Privacy Policy

Tangent International Limited and its affiliates (Collectively the Tangent Group) respect your privacy and kindly request that you read the following to learn more about our business practices. Our privacy policy together with our terms of use and all documents detailed herein set out the way we obtain and hold information gathered about you or that you have provided to us and how this will be processed.

This privacy statement describes how we collect and use personal information and data in accordance with the General Data Protection Regulation (GDPR).

Collection of your personal data

Tangent International provides global recruitment solutions and services to clients and candidates within a variety of sectors. In order to carry out these services we need to obtain and record personal and sensitive data and in doing so Tangent acts as a Data Controller. Personal data means any information which alone or jointly with other information can be used to identify a person. You may have provided your personal details to us directly or we may have obtained these details from another source such as recruitment job boards and LinkedIn. Tangent is required to have a legal basis for processing your personal data and will only use your personal data in accordance with this privacy policy.

We will collect, store, process and disclose the personal data for prospective candidates, contractors and clients as it is deemed necessary for our legitimate interests in providing you with your required recruitment service.

Our Legitimate Interest includes providing a quality service to clients, candidates and contractors assisting people to find their next suitable contract assignment, permanent or consultancy position making an introduction to a client or contacting a client to discuss relevant and suitable candidates for potential positions.

Personal data we may require to assist with the recruitment process

Name, date of birth, contact details including telephone number and email address, experience, qualifications, training, CV, national insurance number or equivalent and any other relevant personal data to assist with your work findings.

Sensitive data or special category data we may require for the recruitment process

Disability and or health conditions, criminal convictions and offences, and such special category or sensitive personal data as is necessary to ensure we conform to legal and contractual requirements.

How we use or share your personal data

We will use or share your personal data in the following circumstances and as required by law.

- To be available to Tangent International Limited and its affiliates in connection with the recruitment process and your enquiry to search for new employment, unless you request otherwise.
- When supplying your CV and personal information for any position you have applied, this will be used to determine your suitability and any terms of engagement.
- With prospective employers and or our clients for the purpose of assessing your suitability for open positions
- If you are successful with an application and wish to proceed with the recruitment process further, your details may be disclosed to third parties to verify employment, obtain references and to assist you with the on-boarding of your contract assignment, permanent or consultancy position.
- For the purpose of undertaking right to work checks where your details may be disclosed to a third-party identity verification agency who conduct checks as part of the employment verification process.
- As required by law for the purpose of business audits
- To provide you with information about recruitment opportunities that we may feel would be of interest to you.
- To notify you of changes about our organisation or changes to the services we provide.
- Where applicable to pay you and to deduct and report any deemed employment taxes.
- To allow you to participate in surveys, presentations, company new feeds and effective advertising.

Sharing data outside of the EU

As a global company, we may share your data internationally in following circumstances and in accordance with data protection legislation and as required by law.

- Within our organisation and Group
- To our overseas clients when representing you for a position
- To Cloud and Data Storage providers

Storing and protecting your personal data

The security of your personal data is important to us and we take this very seriously. Tangent will do their utmost to protect your privacy and personal data from misuse, interference, loss, unauthorised access, modification or disclosure using appropriate management and technical measures. Any information that is provided to us will be stored on our secure systems and servers and is protected using encryption technology. We ensure this by implementing appropriate access controls, investing in Information Security to protect all of our IT environments wherever possible. Access to your personal data is only permitted among our employees and agents on a need-to-know basis and subject to strict contractual confidentiality obligations when processed by third-parties.

Retaining personal data

Tangent will retain your personal data for a period of 7 years from the date we receive your valid consent. However, candidates and contractors that have undertaken an assignment for the Tangent group we shall retain your personal details for a period of 7 years following the last payment we make to you or as required by law.

We shall use our best endeavours to delete your personal data once it reaches the retention period or where we have received in writing from you a request to do so. However, as required by law some of your data may still be retained within our system and this will be placed securely beyond use and will not be readily available to members of staff.

Your legal rights to access and control your data

To the extent required by law you have the right to the following:

- Request access to personal data we may hold about you
- Request that a correction is made on the personal data that we hold about you to ensure the information we store is accurate. It is important that the data we hold about you is accurate and it is your responsibility to keep us informed of such changes.
- Request that your personal data is removed
- Object to personal data about you being stored or used for marketing purpose

Cookie policy

A cookie is a small file that stores a small amount of text in your web browser, or mobile device. Cookies are widely used when visiting websites.

Our website uses cookies to analyse page visits, and distinguish visitors from each other. We also use cookies to help with tracking jobs applications, and recognising you if you have visited our site previously.

Options to control cookies can be found in your browser's privacy controls. Cookies can be allowed or blocked by default, and filtered to only allow cookies from those sites that you permit. Refer to your browser help files for more information.

Changes to our privacy policy

Tangent reserve the right to make changes to this privacy policy statement at any time and any such changes will be updated and available on this page. Should there be any major changes, we may choose to notify you directly.

How to Contact us

Should you wish to discuss this privacy statement or Individuals who may wish to file a request regarding their personal data may do so by email to gdpr@tanint.com.

You can also address any requests to the group Data Protection Officer by post to Swan House, 11 Woodbrook Crescent, Billericay, Essex, CM12 0EQ