Munich Re UK Services Limited - Job Applicant Information Notice

As part of any recruitment process, we collect and process personal data relating to job applicants. We are committed to being transparent about how we collect and use that data and to meeting our data protection obligations.

Data controller: Munich Re UK Services Limited, 10 Fenchurch Avenue, London, EC3M 5BN.

Please address any concerns, queries or data subject right requests to the Data Protection Officer at the above address.

What information do we collect?

We collect a range of information about you. This includes:

- Your name, address and contact details, including email address and telephone number;
- Details of your qualifications, skills, experience and employment history;
- Information about your current level of remuneration, including benefit entitlements;
- Whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process; and
- Gender (legal and identity), race, ethnicity, sexual orientation, religion, belief, health information; and
- Information about your entitlement to work in the UK.

We may collect this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment, including online tests.

We may also collect personal data about you from third parties, such as references supplied by former employers and information from criminal records checks. We will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

Why do we process personal data?

We will need to process your data to enter into a contract with you.

In some cases, we need to process data to ensure that we are complying with our legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts or in connection with equal opportunity or treatment.

We have a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows us to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide on
whom to offer a job. We may also need to process data from job applicants to respond to and
defend against legal claims.

We may process special categories of data, such as information about Gender (legal and identity),
race, ethnicity, sexual orientation, religion, belief, disability and health information to monitor
recruitment and for us to carry out our obligations in relation to equal opportunity or treatment.
We may also collect information about whether or not applicants are disabled to make reasonable
adjustments for candidates who have a disability. We process such information to carry out our
obligations and exercise specific rights in relation to employment.

We are obliged to seek information about criminal convictions and offences. Where we seek this
information, we do so because it is necessary for us to carry out our obligations and exercise
specific rights in relation to employment.

Who has access to data?

Your information may be shared internally for the purposes of the recruitment exercise. This
includes members of the HR and recruitment team, interviewers involved in the recruitment process,
managers in the business area with a vacancy and IT staff if access to the data is necessary for the
performance of their roles.

We will not share your data with third parties, unless your application for employment is successful
and we make you an offer of employment. We will then share your data with former employers to
obtain references for you and the Disclosure and Barring Service to obtain necessary criminal
records checks.

The information which you give to us will not be transferred outside the UK or EEA.
By submitting your personal data, you’re agreeing to this transfer, storing or processing.

How does the organisation protect data?

We take the security of your data seriously. We have internal policies and controls in place to ensure
that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except
by our employees in the proper performance of their duties.

For how long do we keep data?

If your application for employment is unsuccessful, we will hold your data on file for 6 months after
the end of the relevant recruitment process. At the end of that period, your data is deleted or
destroyed.

If your application for employment is successful, personal data gathered during the recruitment
process will be transferred to your personnel file and retained during your employment. The periods
for which your data will be held will be provided to you in a new privacy notice.
Your rights

As a data subject, you have a number of rights. You can:

- Access and obtain a copy of your data on request;
- Require us to change incorrect or incomplete data;
- Require us to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing; and
- Object to the processing of your data where the organisation is relying on its legitimate interests as the legal ground for processing.

If you would like to exercise any of these rights, please contact the Data Protection Officer at p0060011491@munichre.com.

If you believe that we have not complied with your data protection rights, you can complain to:

The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: +44 (0) 303 123 1113

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to us during the recruitment process. However, if you do not provide the information, we may not be able to process your application properly or at all.