



ASTRALIS RECRUITMENT GROUP LTD.

GDPR STATEMENT FOR CANDIDATES

As you may be aware, with the introduction of General Data Protection Regulation (GDPR), new law comes into force based on data protection and privacy for all individuals within the European Union and the European Economic Area. It also addresses the export of personal data outside the EU and EEA.

Specifically, the implications of this with regards your relationship for your Astralis are that:

You have previously provided Astralis with information, normally but not necessarily Curriculum Vitae, that holds personal data on yourself (for instance name, address, age, education, work history etc.). In addition you may have provided Astralis with personal preferences such as, but not necessarily limited to, geographical areas in which you prefer to work and preferred salary, package and day rate.

Whilst it has never been the policy of Astralis to share candidate information with any third party without the express consent of those candidates, the terms of GDPR mean that we now must have formal agreed consent from you to allow us to treat you as a candidate. You now have specific and declared rights which are defined as:

- 1. Right of access by the data subject:** Candidates can request to be informed of what will be done with their data and request a record of the personal data collected;
- 2. Right to rectification:** Candidates can request the correction or update of data held;
- 3. Right to erasure (“right to be forgotten”):** Candidates can request for their data to be deleted;
- 4. Right to restriction of processing:** Candidates can request the suspension of their data from being processed (used in any way by Astralis);
- 5. Right to data portability:** Candidates can request the export of all their data;
- 6. Right to object:** Candidates can request a halt to the processing of their data indefinitely.

In light of the requirements of GDPR legislation, should you agree with the statements below, it will be much appreciated if you could formally respond to Astralis confirming that agreement.



As an example of how to do this, the statement below is perceived as written consent:

Please accept this (electronic) communication as my formal agreement to the terms of the Astralis Recruitment Group Ltd. – Candidate Data Consent request.

Candidate Data Consent

- I understand that any personal data stored, processed and shared with clients by Astralis Recruitment Group Ltd. (Astralis) will only be used for the purposes of recruitment;
- I understand that the definition of clients is all businesses in which Astralis have an active business relationship or are engaged in business with for the purposes of recruitment;
- I understand that, unless any request from me is made to delete my personal data, any personal data stored by Astralis will be for a maximum period of two years or as long as I am interested in pursuing career opportunities.

I freely give my consent for Astralis to do the following:

- Process my name, work history, location and curriculum vitae and forward this personal data to prospective clients whether for permanent or temporary placements;
- Process my data for the purposes of maintaining internal records;
- Process my data for the purposes of sharing employment opportunities with me;
- Add me to its mailing list and understand that I may be contacted from time to time with regards career opportunities or any other potential subject that may be deemed relevant to my career search (for example, press articles, surveys, newsletters etc.).

Right to withdraw

I understand that I have the right to withdraw my consent at any time by contacting Arthur South at Arthur.south@astralisgroup.com