



Privacy Policy

As Managing Director, I shall embed the Data Privacy elements of the General Data Protection Regulations (GDPR) into the XANDER RECRUITMENT GROUP LTD business. The XANDER RECRUITMENT GROUP LTD information process will be under the basis of “contractual obligation” i.e. we hold your personal details for the provision of information to our clients, focusing on aligning candidate competency to the specified Role Criteria provided by our clients.

The aim of the GDPR is to protect all EU citizens from privacy and data breaches in an increasingly data-driven world that is vastly different from the time in which the 1995 directive was established. Although the key principles of data privacy still hold true to the previous directive. The GDPR has been upgraded to a Regulation status and many changes have been included in its application. The GDPR specifies information can be related to a natural person or ‘Data Subject’, that can be used to identify the person directly or indirectly and can be anything from a name, a photo, an email address, bank details, posts on social networking websites, medical information, or an IP address.

However, information provided by a candidate to XANDER RECRUITMENT GROUP LTD will be the minimum required to satisfy the Individual and Company legality requirements including personal information, photographic evidence, UK working compliance, next of kin, medical information as required by the Sentinel Rules and bank details and any additional legal compliance data. This data collection process will also include details of skill sets held by a candidate, in terms role knowledge and experience, as specified by the client.

It must be noted, candidates who are accepted by our clients may be required to provide further information to satisfy the client company processes. It is the responsibility of candidates to satisfy any concerns they may have with the client information requirements. Any issues that arise will be fully supported by your XANDER RECRUITMENT GROUP LTD Agent/Sponsor.

A synopsis of the new regulation details the requirement for:

- Transparent processes which allows, on formal application i.e. know and understand what Personal Data XANDER RECRUITMENT GROUP LTD collects for the benefit of procuring contracted employment;
- Ensuring it is securely processed and not made accessible without consent, to third parties;
- Understandable Language which can be understood by our candidates. This element will provide clear descriptions of the choices you have available to you regarding the information and content we share;
- The General Data Protection Regulation expands your rights regarding your personal data. These include the ability to withdraw your consent, the right to correction, and the right to be forgotten;
- Personal Data must not be processed unless there is at least one lawful basis to do so.

This process to be applied by XANDER RECRUITMENT GROUP LTD will be detailed in the Business Code of Practice for the application of GDPR throughout the business, including awareness training and review of our existing practices involving the process of candidate information.



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Alex Stockley – Managing Director – XANDER RECRUITMENT GROUP LTD

A handwritten signature in black ink, appearing to read 'A Stockley', written in a cursive style.

Date: September 2026

Review Date: September 2027