

# The Dev and Test Guys Ltd - Privacy Policy and GDPR

At, The Dev and Test Guys Ltd, we understand that your privacy is important to you and that you care about how your personal data is used. We respect and value the privacy of everyone who visits our website, WWW.TDATG.Com (“Our Site”) and as described in Parts 5 and 6, below, we do not collect personal data about you unless you contact us. Any personal data we do collect will only be used as permitted by law.

Please read this Privacy Policy carefully and ensure that you understand it. Your acceptance of this Privacy Policy is deemed to occur upon your first use of Our Site. If you do not accept and agree with this Privacy Policy, you must stop using Our Site immediately.

## 1. Information About Us

Our Site is owned and operated by The Dev and Test Guys Ltd, a limited company registered in England under company number 12829052.

Email address: info@TDATG.Com

Postal Address: 71-75 Shelton Street, London WC2H 9JQ

## 2. What Does This Policy Cover?

This Privacy Policy applies only to your use of Our Site. Our Site may contain links to other websites. Please note that we have no control over how your data is collected, stored, or used by other websites and we advise you to check the privacy policies of any such websites before providing any data to them.

## 3. What is Personal Data?

Personal data is defined by the General Data Protection Regulation (EU Regulation 2016/679) (the “GDPR”) as ‘any information relating to an identifiable person who can be directly or indirectly identified in particular by reference to an identifier’.

Personal data is, in simpler terms, any information about you that enables you to be identified. Personal data covers obvious information such as your name and contact details, but it also covers less obvious information such as identification numbers, electronic location data, and other online identifiers.

The personal data defined in this Privacy Policy also relates to the (Directive (EU) 2016/680) protection of natural persons in relation to the processing of personal data is a fundamental right. Article 8(1) of the Charter of Fundamental Rights of the European Union (‘the Charter’) and Article 16(1) of the Treaty on the Functioning of the European Union (TFEU) provide that everyone has the right to the protection of personal data concerning him or her.

The principles of, and rules on the protection of natural persons with regard to the processing of their personal data should, whatever your nationality or residence, respect your fundamental rights and freedoms, in particular your right to the protection of personal data. This Privacy Policy ensures

that it has been created to ensure conformance to the (Directive (EU) 2016/680) Directive which is intended to contribute to the accomplishment of an area of freedom, security and justice.

Rapid technological developments and globalisation have brought new challenges for the protection of personal data. The scale of the collection and sharing of personal data has increased significantly. Technology allows personal data to be processed on an unprecedented scale to pursue activities such as the prevention, investigation, detection or prosecution of criminal offences or the execution of criminal penalties.

The free flow of personal data between competent authorities for the purposes of the prevention, investigation, detection or prosecution of criminal offences or the execution of criminal penalties, including the safeguarding against and the prevention of threats to public security within the Union and the transfer of such personal data to third countries and international organisations, should be facilitated while ensuring a high level of protection of personal data. Those developments require the building of a strong and more coherent framework for the protection of personal data in the Union, backed by strong enforcement.

Personal data should be collected for specified, explicit and legitimate purposes within the scope of this Directive and should not be processed for purposes incompatible with the purposes of the prevention, investigation, detection or prosecution of criminal offences or the execution of criminal penalties, including the safeguarding against and the prevention of threats to public security. If personal data are processed by the same or another controller for a purpose within the scope of this Directive other than that for which it has been collected, such processing should be permitted under the condition that such processing is authorised in accordance with applicable legal provisions and is necessary for and proportionate to that other purpose.

#### 4. What Are My Rights?

Under the GDPR, you have the following rights, which we will always work to uphold:

The right to be informed about our collection and use of your personal data. This Privacy Policy should tell you everything you need to know, but you can always contact us to find out more or to ask any questions using the details in Part 10.

The right to access the personal data we hold about you. Part 9 will tell you how to do this. The right to have your personal data rectified if any of your personal data held by us is inaccurate or incomplete. Please contact us using the details in Part 10 to find out more.

The right to be forgotten, i.e. the right to ask us to delete or otherwise dispose of any of your personal data that we have. Please contact us using the details in Part 10 to find out more. The right to restrict (i.e. prevent) the processing of your personal data. The right to object to us using your personal data for a particular purpose or purposes.

The right to data portability. This means that, if you have provided personal data to us directly, we are using it with your consent or for the performance of a contract, and that data is processed using automated means, you can ask us for a copy of that personal data to re-use with another service or business in many cases. Rights relating to automated decision-making and profiling. We do not use your personal data in this way.

For more information about our use of your personal data or exercising your rights as outlined above, please contact us using the details provided in Part 10.

Further information about your rights can also be obtained from the Information Commissioner's Office or your local Citizens Advice Bureau. If you have any cause for complaint about our use of your personal data, you have the right to lodge a complaint with the Information Commissioner's Office.

#### 5. What Personal Data Do You Collect and Why?

Articles on this site may include embedded content (e.g. videos, images, articles, etc.). Embedded content from other websites behaves in the exact same way as if the visitor has visited the other website. These websites may collect data about you, use cookies, embed additional third-party tracking, and monitor your interaction with that embedded content, including tracking your interaction with the embedded content if you have an account and are logged in to that website.

If you send us an email, we may collect your name, your email address, and any other information which you choose to give us.

#### 6. How Do You Use My Personal Data?

If we do collect any personal data, it will be processed and stored securely, for no longer than is necessary in light of the reason(s) for which it was first collected. We will always comply with our obligations and safeguard your rights under the GDPR. For more details on security see Part 7, below.

As stated above, we do not generally collect any personal data from this website. If you contact us, we obtain your personal details from your email, message or comment and we may use them to respond.

Visitor comments may be checked through an automated spam detection service.

Any and all emails containing your personal data will be deleted no later than 7 years after the subject matter of your email has been resolved.

You have the right to withdraw your consent to us using your personal data at any time, and to request that we delete it.

We will not share any of your data with any third parties for any purposes other than storage on our email server or CRM system except for any information which you choose to give us relating to our normal business activities, for example if you apply for a role with The Dev and Test Guys or our clients.

#### 7. How and Where Do You Store My Data?

We will only store your personal data in the UK or EU. This means that it will be fully protected under the GDPR subject to any prevailing laws.

## 8. Do You Share My Personal Data?

We will not share any of your personal data with any third parties without your consent for any purposes, subject to two important exceptions. In some limited circumstances, we may be legally required to share certain personal data, which might include yours, if we are involved in legal proceedings or complying with legal obligations, a court order, or the instructions of a government authority.

If you apply for a role with The Dev and Test Guys or our clients we may share your details with them as part of our normal business activities, e.g. to allow them to consider your suitability for the role, arrange an interview or complete their onboarding procedures. If we do this, we will at the same time share a copy of the same information provided to the third party with you.

## 9. How Can I Access My Personal Data?

If you want to know what personal data we have about you, you can ask us for details of that personal data and for a copy of it (where any such personal data is held). This is known as a “subject access request”. All subject access requests should be made in writing and sent to the email or postal addresses shown in Part 10.

There is not normally any charge for a subject access request. If your request is ‘manifestly unfounded or excessive’ (for example, if you make repetitive requests) a fee may be charged to cover our administrative costs in responding. We will respond to your subject access request within one month of receiving it. Normally, we aim to provide a complete response, including a copy of your personal data within that time. In some cases, however, particularly if your request is more complex, more time may be required up to a maximum of three months from the date we receive your request. You will be kept fully informed of our progress.

## 10. How Do I Contact You?

To contact us about anything to do with your personal data and data protection, including to make a subject access request, please use please contact us via:

Email address: [Info@TDATG.Com](mailto:Info@TDATG.Com)

Postal Address: 71-75 Shelton Street, London WC2H 9JQ, United Kingdom.

## 11. Changes to this Privacy Policy

We may change this Privacy Notice from time to time. This may be necessary, for example, if the law changes, or if we change our business in a way that affects personal data protection.

Any changes will be immediately posted on Our Site and you will be deemed to have accepted the terms of the Privacy Policy on your first use of Our Site following the alterations. We recommend that you check this page regularly to keep up to date.