



BAM Nuttall Limited Recruitment Privacy Statement

For which purposes do we process your personal data?

1. For recruitment purposes

(a) What does this purpose entail?

If you contact one of our recruiters, apply for a vacancy or register at BAM recruitment website, we include the personal data you provide to us in our recruitment database. Also, we will process your personal data to manage our recruitment database and to communicate with you. For example, we may inform you about new vacancies or invite you for recruitment activities.

(b) On what legal basis do we process personal data for this purpose?

The legal basis for processing your personal data for this purpose is your 'consent'. By providing your data to BAM you explicitly consent to the processing of your personal data for the purpose as described in article 1 (a).

(c) Which personal data do we process for this purpose?

For this purpose, we process your contact details, photographs, recruitment information (such as your resume, employment history, education history etc.) and correspondence with BAM with regard to job applications (including references).

(d) How long do we retain your personal data for this purpose?

For this purpose, your personal data will be retained as long as necessary to complete the recruitment process. In case we reasonably expect to have alternative job openings that may be interesting for you in the near future, we may retain your personal data for such purposes.

(e) Can I withdraw my consent?

You have the right to withdraw your consent at any time by contacting HRAdmin@bamnuttall.co.uk. If you withdraw your consent this does not affect the lawfulness of processing based on consent before withdrawal.

2. To enter into an employment contract or contract for services with you

(a) What does this purpose entail?

If we offer you a position at BAM, we will process your personal data to prepare and process an employment agreement. We use your personal data for the conclusion, execution and termination of your employment agreement. We will then also store your personal data in our HR database. If you are an independent contractor, we will process your personal data in the same way to enter into an agreement for services with you.

(b) On what legal basis do we process personal data for this purpose?

You are required to provide BAM the personal data necessary for the performance by BAM of your employment agreement and to enable BAM to comply with BAM's legal obligations in connection with your employment contract.

(c) Which personal data do we process for this purpose?

For this purpose, we process your contact details, date of birth, gender, civil status, nationality, photographs, national insurance number, ID card or passport details, declaration of employment status, chamber of commerce and VAT details, recruitment information (such as employment history, education history details), job and position data, work permit details, availability, terms of employment, tax details, payment details, insurance details and location and organizations.

(d) How long do we retain your personal data for this purpose?

For this purpose, after the termination of your employment contract, your personal data will be retained (i) for as long as BAM is obliged by applicable law to retain your personal data and (ii) if reasonably necessary to protect BAM's legal interests. After this period, we will delete personal data from our systems.

3. Cookies and similar techniques

BAM Nuttall uses functional, analytical and tracking cookies. A cookie is a small text file which will be saved in the browser of your computer or tablet or smartphone when you first visit this website. BAM Nuttall uses cookies with a pure technical functionality. These ensure that the website works properly and that, for example, your preferred settings are remembered. In addition, we place cookies that keep track of your browsing habits so that we can offer customised content and advertisements.

You can opt out of cookies by setting your browser to deactivate the saving of cookies. In addition, you can delete all previously saved information in your browser settings.

For an explanation, please visit: www.aboutcookies.org

Cookies may also be placed on this website by third parties, such as advertisers and/or social media companies. Below is an overview:

For example:

Cookie:	Google Analytics
Name:	_utma
Function:	Analytical cookie that measures website visits
Retention period:	2 years

For more information, please refer to our cookie policy: <https://www.bam.com/en/cookies>.