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## Business Development Privacy Notice

**November 2025**

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Version No	Date Issued	Update Details	Owner	Approved By	Policy Number
V0.1	March 2024	First Draft	Executive Director-Strategy	The Board	POL 046
v1.0	July 2024	Policy finalised following revision and review of draft, with amendments.	Executive Director-Strategy	The Board	POL 046
v1.1	November 2025	Policy reviewed with minor amendments made.	Executive Director-Strategy	The Board	POL 046

## Business Development Privacy Notice

Clancy Group Holdings Limited and its associated companies The Clancy Group Limited, Clancy Plant Limited and Clancy Docwra Limited ("Clancy" or "we") are committed to protecting your personal information, as well as being transparent about the personal information collected, obtained and disclosed about you.

### Notice

This Privacy Notice ("Notice") will inform you as to how we look after your personal data involved in the population, operation and maintenance of our IFS Client Relationship Management database ("IFS CRM") and to ensure that all of our data protection obligations are met. This Notice describes the categories of personal data that we collect, how we use your personal data, how we secure your personal data, when we may disclose your personal data to third parties, and when we may transfer your personal data outside of the United Kingdom. This Notice also describes your rights regarding your personal data. We will only process your personal data in accordance with this Notice unless otherwise required by applicable law.

This Notice is reviewed annually by our Data Protection and Compliance Officer ("DPCO") or nominated person and will be monitored for compliance by the DPCO, and line managers/supervisors within their own area of responsibility. Routine audits will be carried out annually and may also include random and scheduled inspections by the DPCO. If you have any questions about this Notice, including any requests to exercise your legal rights, please contact our DPCO using the details set out below.

Controller: This Notice is issued on behalf of the Clancy Group so when we mention "Clancy", "we", "us" or "our" in this Notice, we are referring to the relevant company in the Clancy Group responsible for processing your data.

### Who does this Notice apply to?

This Notice applies to potential and actual business development ("BD") contacts; sources of direct client feedback; and other industry individuals with BD-relevant information to share (referred to as "you" in this Notice).

### The data we collect about you

We take steps to ensure that the personal data that we collect about you is adequate, relevant, not excessive, and processed for limited purposes. We will never collect any unnecessary personal data from you and do not process your information in any way, other than as specified in this Notice.

Personal data, or personal information, means any information about an individual from which that person can be identified. It does not include data where the identity has been removed (anonymous data). We may collect, use, store and transfer the following different kinds of personal data about you in connection with the IFS CRM:

- Your experience; employment history in public domain; interests in public domain; project-specific information; industry-specific observations (together your "BD Data").



### Use of personal data including our lawful bases for processing personal information

We will only use your personal data when the law allows us to.

We will use your BD Data (including your Special Category BD Data) for use of our IFS enterprise management system for BD activities. This is limited to the CRM database on IFS of individuals who move around the industry, conversations held with these individuals, moving into specific business opportunities coalescing from that data – new individuals' details are added onto IFS CRM, e.g., from networking events, publications on LinkedIn or other social media, word of mouth recommendations, and updates from existing clients.

We may process your personal data without your knowledge or consent where required by applicable law or regulation.

Our lawful basis for processing your Special Category BD Data is where you have made this data manifestly public yourself.

Our legitimate interests are our lawful basis for processing your BD Data.

You will not be subject to decisions by Clancy based on automated data processing without your prior consent.

### Collection and use of special categories of personal data

Special categories of personal data include details about race or ethnicity, religious or philosophical beliefs, sex life, sexual orientation, political opinions, trade union membership, information about your health, and genetic and biometric data.

We collect and process special category personal data when you voluntarily provide your image. This is limited to visible characteristics on photos occasionally included on IFS CRM; links to data subjects' LinkedIn pages which may contain their special category data; may contain disability or dietary needs which the data subject has also manifestly made public (together your "Special Category BD Data").

### Who we share your personal data with externally

We do not disclose your personal data outside of Clancy.

### Data security

We take data protection seriously, and as such, we have internal policies/procedures (such as Data Protection Policy, Data Breach and Incident Management Policy, and Records Management Policy). We maintain operational, technical and physical safeguards designed to protect personal information against accidental, unlawful or unauthorised destruction, loss, alteration, access, disclosure or use. We will store your personal data securely in a number of locations, including on Clancy sites and IT systems (including email and servers). The data of the server log files are stored separately from any personal data provided by users. In addition, we limit access to personal data to those employees, agents, contractors, and other third parties that have a legitimate business need for such access.

We take your privacy very seriously and will never sell your data.

### International transfers of personal information

We do not send any of your personal data from the IFS CRM outside of the UK.

### Data retention

Every six months the IFS CRM will automatically contact all the data subjects with a note of all the personal information held about them and asking them to confirm their details are accurate. If any change is reported by the data subject this is updated manually on the system and, if the subject asks for their data to be removed, it is manually deleted. If no response is received, then no action is taken. The BD Team will consider introducing a rule that if there are two consecutive no responses to the 6-monthly auto-generated email, then the individual's record is removed from the system (they will be presumed retired/deceased etc.)

### Your legal rights

Under certain circumstances, you have rights under data protection laws in relation to your personal data.

You have the right to:

**Request access to your personal data** (commonly known as a "data subject access request"). This enables you to receive a copy of the personal data we hold about you and to check that we are lawfully processing it.

**Request rectification** of the personal data that we hold about you. This enables you to have any incomplete or inaccurate data we hold about you corrected, though we may need to verify the accuracy of the new data you provide to us.

**Request erasure** of your personal data. This enables you to ask us to delete or remove personal data where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal data where you have successfully exercised your right to object to processing (see below), where we may have processed your information unlawfully or where we are required to erase your personal data to comply with local law. Please note, however, that we may not always be able to comply with your request of erasure for specific legal reasons which will be notified to you, if applicable, at the time of your request.

**Request restriction of processing** of your personal data. This enables you to ask us to suspend the processing of your personal data in the following scenarios:

- If you want us to establish the data's accuracy
- Where our use of the data is unlawful, but you do not want us to erase it
- Where you need us to hold the data even if we no longer require it as you need it to establish, exercise or defend legal claims; and or
- You have objected to our use of your data, but we need to verify whether we have overriding legitimate grounds to use it.

**Withdraw consent at any time** where we are relying on consent to process your personal data. However, this will not affect the lawfulness of any processing carried out before you withdraw your consent. If you withdraw your consent, we may not be able to provide certain products or services to you. We will advise you if this is the case at the time you withdraw your consent.

**Object to processing** of your personal data where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground as you feel it impacts on your fundamental rights and freedoms. You also have the right to object where we are processing your personal data for direct marketing purposes.

In some cases, we may demonstrate that we have compelling legitimate grounds to process your information which override your rights and freedoms.

**Request the transfer** of your personal data to you or to a third party (data portability). We will provide to you, or a third party you have chosen, your personal data in a structured, commonly used, machine-readable format. Please note that this right only applies to automated information which you initially provided consent for us to use or where we used the information to perform a contract with you.

If you wish to exercise any of the rights set out above, please contact the DPCO in the following ways:

Email address: Roland Thomas at: [roland.thomas@theclancygroup.co.uk](mailto:roland.thomas@theclancygroup.co.uk)

Postal address: The Clancy Group Ltd, Clare House, Coppermill Lane, Harefield, UB9 6HZ

You will not have to pay a fee to access your personal data (or to exercise any of the other rights). However, we may charge a reasonable fee if your request is clearly unfounded, repetitive or excessive. Alternatively, we could refuse to comply with your request in these circumstances.

If you wish to exercise your rights and it relates to personal information you provided to another organisation that contracted with Clancy for Clancy to provide services to you then you must exercise your rights directly with that organisation.

#### What we may need from you

We may need to request specific information from you to help us confirm your identity and ensure your right to access your personal data (or to exercise any of your other rights). This is a security measure to ensure that personal data is not disclosed to any person who has no right to receive it. We may also contact you to ask you for further information in relation to your request to speed up our response.

#### Time limit to respond

We try to respond to all legitimate requests within one month. Occasionally it could take us longer than a month if your request is particularly complex or you have made a number of requests. In this case, we will notify you and keep you updated.

#### Changes to this Notice and your duty to inform us of changes

We reserve the right to update this Notice at any time, and we will provide you with a new Notice when we make any updates. If we would like to use your previously collected personal data for different purposes than those we notified you about at the time of collection, we will provide you with notice and, where required by law, seek your consent before using your personal data for a new or unrelated purpose. We may process your personal data without your knowledge or consent where required by applicable law or regulation.

We keep this Notice under regular review. Historic versions can be obtained by contacting us. It is important that the personal data we hold about you is accurate and current. Please keep us informed if your personal data changes during your relationship with us.

#### Contact details

If you have any questions or complaints about this Notice or our privacy practices, please contact the DPCO in the following ways:



The Clancy Group Ltd

Email address: Roland Thomas at: [roland.thomas@theclancygroup.co.uk](mailto:roland.thomas@theclancygroup.co.uk)

Postal address: The Clancy Group Ltd, Clare House, Coppermill Lane Harefield, Middlesex, UB9 6HZ

We will acknowledge your complaint within 30 days of receiving it and will take appropriate steps to investigate it, and to inform you of the outcome of such investigation, without undue delay. If you are unsatisfied with our response to any issues that you raise with us, you have the right at any time to make a complaint with to the UK regulator for data protection issues, the Information Commission (the "IC"):

Information Commissioner

Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF

Helpline Number: 0303 123 1113

ICO website: <https://www.ico.org.uk>

We would, however, appreciate the chance to deal with your concerns before you approach the IC so please contact us in the first instance.