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## Supplementary Privacy Notice (Body Worn Video CCTV Security Cameras)

**April 2026**

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v1.0	24 Jan 2025	First draft	Head of Internal Investigations (DPCO)	The Board	POL-17e
v1.1	08 Apr 2026	Policy finalised following revision and review of draft, with amendments	Head of Internal Investigations (DPCO)	The Board	POL-17e

## Supplementary Privacy Notice (Body Worn Video CCTV Security Cameras)

The Clancy Group Limited (Clancy or We) is committed to protecting the privacy and security of your personal data. This Privacy Notice (“Notice”) describes how we collect and process personally identifiable information (personal data) about you in regard to our use of Body Worn Video (BWV) CCTV security cameras (including audio) (“BWV Cameras”) worn by certain Clancy operatives on sites which adjoin or are accessible from public areas, to ensure that all of our data protection obligations are met in respect of this processing. In the event of a security incident, the recording (image and sound) is commenced by the operative, and is transferred to a secure Sharepoint folder by an authorised manager and deleted immediately and automatically from the camera. The BWV Cameras system consists of vest-mounted CCTV safety cameras with integrated sound vision and microphones have a limited range from the wearer to minimise the risk of accidental inclusion of innocent parties - e.g. bystanders.

### Privacy Notice

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 your home jurisdiction. This Notice also describes your rights regarding the personal data that we hold about you including how you can access, correct, and request erasure of your personal data. We will only process your personal data in accordance with this Notice unless otherwise required by applicable law. We take steps to ensure that the personal data that we collect about you is adequate, relevant, not excessive, and processed for limited purposes.

It is important that you read this Notice together with any other privacy notice or fair processing policy we may provide on specific occasions when we are collecting or processing personal data about you so that you are fully aware of how and why we are using your data. This Notice supplements other notices and privacy policies and is not intended to override them.

This Notice is reviewed annually by the Clancy 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 or concerns at any time around any matters covered, possibly covered, or in relation to the day-to-day application of this policy speak to your manager or the DPCO.

This Notice does not form part of any contract of employment and we may amend it at any time.

### Who does this Notice apply to?

This Notice applies to all staff working for Clancy, including those authorised to use BWV Cameras Platform, authorised visitors to Clancy sites where BWV Cameras are operated, and uninvited members of the public on site, or present when an incident recorded by a BWV Camera (“Recorded Incident”) takes place (together referred to as “you” in this Notice).

### What Information do we collect?

For the purposes of this Notice, personal data means any information about an identifiable individual. Personal data excludes anonymous data that is not associated with a particular individual. There may also be instances where we will obtain personal data from third parties. We will never collect any unnecessary personal data from you and do not process your information collected by the BWV Cameras other than as specified in this Notice.

Personal data collected in the BWV Cameras processing includes:

- CCTV images and audio of persons caught on the BWV Cameras activated by the wearer as part of a Recorded Incident (including facial and body shape, gait, clothing, voice etc. of potential assailants; also collateral personal data of other individuals captured on the BWV camera footage such as passers-by, police officers etc.; and home addresses, e.g. house names or numbers visible on footage);
- Clancy authorised users' voices and words spoken while using BWV Cameras which are switched on; and
- Clancy authorised users' details (name, job title, signature).

We will collect the personal data that we process from the BWV Cameras and the Clancy authorised users.

Personal data is retained in a restricted-access folder on the Clancy network only.

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

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

We only process your personal data where applicable law permits or requires it, where the processing is necessary to comply with a legal obligation that applies to us, to protect your vital interests, or with your consent if applicable law requires consent. We process your personal data for the following legitimate business purposes:

- to operate and administer the BWV Cameras to improve the security of our staff members on site and members of the public; and
- to prevent and detect crime.

We may process your personal data without your knowledge or consent where required by applicable law or regulation. As we rely on legitimate interests as the lawful basis for processing personal data, we have ensured that your privacy rights and freedoms are not overridden.

### Collection and Use of Special Categories of Personal Data

The following special categories of personal data are considered sensitive and may receive special protection:

- racial or ethnic origin;
- political opinions;
- religious or philosophical beliefs;
- trade union membership;
- genetic data;



- biometric data;
- data concerning health; and
- data concerning sex life or sexual orientation.

Data relating to criminal convictions and offences also receive special protection.

We do not envisage that the BWV Cameras will collect any of your special category data, save for any which you may choose to make public yourself. Where we have a legitimate need to process special categories of personal data for purposes not identified above, we will only do so only after providing you with notice and, if required by law, obtaining your prior, express consent.

We will only retain special categories of personal data for as long as necessary to fulfil the purposes we collected it for, as required to satisfy any legal, accounting, or reporting obligations, or as necessary to resolve disputes.

### Who has access to your personal data?

We will only disclose your personal data to third parties where required by law or to our employees, contractors, designated agents, or third-party service providers who require such information to assist us with administering the BWV Cameras system, including third-party service providers who provide services to us or on our behalf. Third-party recipients of your data may include, but are not limited to, our clients on whose sites recorded incidents take place, our insurers, the Health and Safety Executive and the police.

We require all our third-party service providers to implement appropriate security measures to protect your personal data consistent with our policies and any data security obligations applicable to us. We do not permit our third-party service providers who process your personal data on our behalf to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes in accordance with our instructions.

When we disclose your personal data to comply with a legal obligation or legal process, we will take reasonable steps to ensure that we only disclose the minimum personal data necessary for the specific purpose and circumstances.

### Data security

We take data protection seriously, and as such, we have internal policies/procedures (such as our Data Protection Policy, Data Breach and Incident Management Policy, and Records Management Policy).

We also maintain a range of security controls in place to ensure that your personal data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by Clancy staff in the performance of their duties, or third-party personnel in performance of the contract we have with their employers.

We have implemented appropriate physical, technical, and organizational security measures designed to secure your personal data against accidental loss and unauthorised access, use, alteration, or disclosure. 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 do not store any BWV Cameras data outside the United Kingdom.

### Data retention

Except as otherwise permitted or required by applicable law or regulation, we will only retain your personal data for as long as necessary to fulfil the purposes we collected it for (generally for 30 days after the recording was made), as required to satisfy any legal, accounting, or reporting obligations, or as necessary to assist in investigations or to resolve disputes.

Under some circumstances we may anonymise your personal data so that it can no longer be associated with you (e.g. pixellating images of you so you are no longer identifiable). We reserve the right to use such anonymous and de-identified data for any legitimate business purpose without further notice to you or your consent. Once you are no longer a staff member of Clancy, we will review and where appropriate, securely destroy your personal data in accordance with our Records Management Policy and applicable laws and regulations.

Details of retention periods for different aspects of your personal data are available in our Records Management Policy which can be found on One Clancy, or alternatively, requested from the HR Department.

### 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. 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. 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 Head of Internal Investigations (Data Protection and Compliance Officer) at [roland.thomas@theclancygroup.co.uk](mailto:roland.thomas@theclancygroup.co.uk) or [DPOfficer@theclancygroup.co.uk](mailto:DPOfficer@theclancygroup.co.uk).

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.

If you have any questions about this Notice including any requests to exercise your legal rights, please contact the DPCO or nominated person using the details set out below.

### Contact details

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

The Clancy Group Ltd

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

Email address: Roland Thomas. Head of Internal Investigations (GDPR & DPA Compliance Officer) at: [roland.thomas@theclancygroup.co.uk](mailto:roland.thomas@theclancygroup.co.uk) or [DPOfficer@theclancygroup.co.uk](mailto:DPOfficer@theclancygroup.co.uk).

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 Commissioner (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.