
Supplier Privacy Notice

November 2025

Version No	Date Issued	Update Details	Owner	Approved By	Policy Number
v0.1	March 2024	First Draft	Head of Supply Chain	The Board	POL 050
v1.0	July 2024	Policy finalised following revision and review of draft, with amendments	Head of Supply Chain	The Board	POL 050
v1.1	November 2025	One supplier recipient added, and two amendments pursuant to DUA Act 2025	Head of Supply Chain	The Board	POL 050

Supplier 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 during the course of your interaction with Clancy 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 GDPR and DPA Compliance Officer or nominated person and will be monitored for compliance by the GDPR and DPA Compliance Officer, 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 GDPR and DPA Compliance Officer. If you have any questions about this Notice, including any requests to exercise your legal rights, please contact our GDPR and DPA Compliance Officer using the details set out below.

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

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 all suppliers providing goods or services to any Clancy company (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.

You may share your personal data with us for a variety of reasons. We use different methods to collect data from and about you including through Direct interactions. You may give us your identity and contact data when we are onboarding your details for finance and for contractor management or by corresponding with us by post, phone, email or otherwise.

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 your relationship with us:

- Name, address of supplier, contact details, work mobile; work email; employee number and tax rate, home address, driving licence number, subcontractor number, vehicle details such as VRM, make and model and your photograph for security and identification purposes.

Use of personal data including our lawful bases 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:

- onboarding and managing the records of suppliers, contractors and sole traders;
- processing pay-at-pump fuel benefits ("Pump to Pay");
- road traffic fines and sanctions when driving Clancy vehicles;
- compiling contractor details to enable you to drive Clancy vehicles;
- issuing and use of security passes;
- allowing entry into the Clancy Head Office (by virtue of the ANPR sensor-operated car park barrier); and
- receiving third-party consultancy services.

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. We may also process your personal data where we need to comply with a contract with you (e.g., for Pump to Pay); and where we need to comply with a legal obligation (e.g., we need to respond to road traffic fines or sanctions).

Our lawful basis for processing your special category data (visible characteristics in your photograph) is where you have manifestly made this data public yourself.

Our lawful basis for processing any criminal offence or conviction data about you (in relation to alleged road traffic offences) is for a reason of substantial public interest (administration of justice).

We may also process your personal data for our own legitimate interests, including to prevent or detect crime, e.g., fraud.

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

When you voluntarily provide your image, we may be able to determine your race, ethnicity and other characteristics or visible medical condition. We may collect and process these special categories of personal data.

Where we have a legitimate need to process special categories of personal data for purposes not identified above, we will only do so 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 we share your personal data with externally

We will only disclose your personal data to third parties where required by law or to our contractors, designated agents, or third-party service providers which require such information to assist us with administering the relationship with you.

The recipient third parties are:

- Factors and auditors
- Innovation LLP (Pump to Pay)
- Police (in respect of alleged road traffic offences)
- I Am Manager (security pass registration app)
- Net2 Access (security door control software provider)
- Xonetic Limited (consultancy).

We require all of 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 as your employer. 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 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.

Personal data is retained in a range of locations, including paper-based files, and our Peoplebank HR system. We take your privacy very seriously and will never sell your data.

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, as required to satisfy any legal, accounting, or reporting obligations, or as necessary to resolve disputes.

Your Pump to Pay data will be held in line with our retention of financial records.

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" or "DSAR"). 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 GDPR and DPA Compliance Officer at Roland.Thomas@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 request specific information from you to help us confirm your identity and 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. 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 about this Notice or how we handle your personal data, or would like to request access to your personal data, please contact our GDPR and DPA Compliance Officer:

Roland Thomas at: roland.thomas@theclancygroup.co.uk

If you wish to complain about our handling of your personal data, please do so in the first instance to our GDPR and DPA Compliance Officer at the above email address. We will acknowledge your complaint within 30 days of receipt and respond to it without undue delay.

If you are unsatisfied with our response to any issues that you raise with us, you may have the right to make a complaint to the Information Commission:

Information Commission
Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF
Helpline Number: 0303 123 1113