

Oscar Mayer Group Privacy Policy

Oscar Mayer ("we", "us", or "our") is committed to protecting and respecting your privacy. This Privacy Policy outlines how we collect, use, store, and protect your personal data when you visit our website, apply for jobs, or interact with us in any other way.

This policy complies with the UK General Data Protection Regulation (UK GDPR), the Data Protection Act 2018, and other relevant legislation.

1. Who we are

Oscar Mayer Limited,
Gastro Hub,
Ash Road South,
Wrexham Industrial Estate,
Wrexham.
LL13 9UG
Wales
Email: enquiries@oscarmayer.co.uk
Telephone: 01978 665500

We are the data controller for the personal information you provide when using our website and recruitment services.

2. What personal data we collect

We may collect and process the following types of personal data:

a. From website users:

- IP address, browser type, and device information (via cookies/Google Analytics)
- Behavioural data (pages visited, time spent, etc.)

b. From job applicants:

- Name, contact details (email, phone)
- CVs/resumes, cover letters
- Employment history and qualifications
- Equal opportunities information (if voluntarily provided)
- Interview notes and assessments
- Application status and outcomes

c. From communications:

- Emails, messages, and any feedback you provide

We may also collect data from third-party platforms (e.g., job boards or LinkedIn) if you apply through them.

3. How we use your personal data

We use your personal data to:

- Provide recruitment services
- Assess your suitability for roles
- Communicate with you regarding your application
- Improve our website and recruitment processes
- Ensure website security and monitor usage
- Comply with legal and regulatory obligations

We do not use your personal data for automated decision-making or profiling without your explicit consent.

4. Legal basis for processing

We process your personal data under the following lawful bases:

- **Consent** (for marketing or equal opportunities data)
- **Contractual necessity** (to provide recruitment services)
- **Legal obligations** (e.g., employment law)
- **Legitimate interests** (e.g., to improve user experience, defend legal claims, or track job application performance)

5. Sharing your data

We may share your personal data with:

- Hiring managers within Oscar Mayer
- Third-party service providers (e.g., applicant tracking systems, analytics providers)
- Government agencies or law enforcement if legally required

All third parties are contractually obligated to protect your data and only use it for specified purposes.

6. International data transfers

Some of our third-party providers, such as Google Analytics, may store data outside the UK. Where this occurs, we ensure adequate safeguards are in place, such as:

- Data Transfer Agreements (DTAs)
- Standard Contractual Clauses (SCCs)

7. How we protect your data

We have implemented appropriate technical and organisational measures to safeguard your data, including:

- Encryption and secure servers
- Access controls and staff training
- Regular data protection audits

8. How long we keep your data

We retain your personal data for as long as necessary for the purposes it was collected, including:

- Application data: typically 12 months after the end of the recruitment process
- Website analytics data: up to 26 months (Google Analytics default)
- Legal or regulatory purposes: as required by law

You may request deletion of your data at any time (see Section 10).

9. Your rights under UK GDPR

You have the following rights:

- **Access** – Request a copy of your data
- **Rectification** – Request correction of inaccurate or incomplete data
- **Erasure** – Request deletion of your data (“right to be forgotten”)
- **Restriction** – Request limitation of processing
- **Objection** – Object to processing based on legitimate interests
- **Data Portability** – Request your data in a usable format
- **Withdraw consent** – For any processing based on consent (e.g., marketing)

To exercise your rights, contact us at careers@oscarmayer.co.uk

10. Cookies and tracking

We use cookies and similar technologies on our website, including **Google Analytics**, to understand visitor behaviour and improve our services. For detailed information, see our Cookie Policy.

You can manage cookie preferences via our cookie banner or browser settings.

11. Complaints

If you are unhappy with how we handle your data, please contact us first. You also have the right to lodge a complaint with the UK Information Commissioner's Office (ICO):

Website: <https://ico.org.uk>

Phone: 0303 123 1113

12. Changes to this Privacy Policy

We may update this Privacy Policy from time to time. Any changes will be posted on this page and, where appropriate, notified to you by email or site banner.