# PHSSL GROUP

## PRIVACY NOTICE

Public Website Version | Version 1.0 | September 2026

PHSSL Group is the umbrella website and trading presentation for separate legal businesses, including PHSSL Care Limited, PHSSL Staffing Limited and PHSSL Property Investment Solutions Limited. Where you contact or use a service of a particular PHSSL company, that company is responsible for the relevant service and its legal obligations.

### 1. About this notice

This privacy notice explains how personal information submitted through the PHSSL Group website may be used. The relevant PHSSL company will normally be the data controller for information connected with the service you enquire about or receive.

### 2. Information we may collect

Your name and contact details; information provided in an enquiry, referral, application or contact form; employment or recruitment information where you apply for work; service-related information you choose to provide; and technical website information such as device, browser and cookie data where applicable.

### 3. Why we use personal information

We use personal information to respond to enquiries, provide or discuss requested services, manage recruitment, maintain appropriate business records, protect our website and systems, meet legal or regulatory duties, and improve our services.

### 4. Lawful bases

Depending on the circumstances, processing may be necessary to take steps at your request before entering a contract, to perform a contract, to comply with a legal obligation, for legitimate interests that are not overridden by your rights, or on the basis of consent where consent is appropriate. Additional legal conditions apply where special-category information, such as health information, is processed.

### 5. Sharing information

We may share relevant information with authorised PHSSL personnel, professional advisers, technology or hosting providers, regulators or public authorities where required, and other organisations where necessary to deliver a service or where you have authorised the sharing. We do not sell personal information.

## 6. Retention and security

We keep personal information only for as long as reasonably necessary for the purpose for which it was collected, including legal, regulatory, contractual, safeguarding and record-keeping requirements. We use proportionate organisational and technical safeguards.

## 7. Your rights

Depending on the circumstances, you may have rights to ask for access to your personal information, correction, erasure, restriction, objection, data portability, or withdrawal of consent. Some rights are subject to legal conditions and exemptions.

## 8. Contact and complaints

Privacy questions may be sent through the PHSSL Group website contact facility or in writing to the relevant PHSSL company at ICON Offices, 321-323 High Road, Chadwell Heath, Romford RM6 6AX. You also have the right to complain to the UK Information Commissioner's Office (ICO).

## 9. Other websites

Our website may link to third-party websites. Those organisations are responsible for their own privacy practices and notices.

## Approval and Sign-off

This public website document has been reviewed and approved for publication on behalf of the relevant PHSSL businesses.

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| **Approved by** | Lade Awosika |
| **Position** | Director |
| Approval method | Approved electronically by Lade Awosika, Director |
| Approval date | September 2026 |
| **Next review** | September 2027 |

Electronic approval is recorded above. No handwritten signature or signature image is required on the public website copy.