

PIZZA HUT – APPLICANT PRIVACY NOTICE

WHAT IS THE PURPOSE OF THIS DOCUMENT?

The delivery business of Pizza Hut in the UK is registered under the name Yum! III (UK) Limited. In this notice we call ourselves “we”, “us” or Yum! III (UK) Limited. We are a “data controller”. This means that we are responsible for deciding how we hold and use personal information about you. You are being sent a copy of this privacy notice because you are applying to be a Pizza Hut franchisee. It makes you aware of how and why your personal data will be used, namely for the purposes of considering your application, and how long it will usually be retained for. It provides you with certain information that must be provided under the General Data Protection Regulation ((EU) 2016/679) (GDPR).

DATA PROTECTION PRINCIPLES

We will comply with data protection law and principles, which means that your data will be:

- Used lawfully, fairly and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept securely.

THE KIND OF INFORMATION WE HOLD ABOUT YOU

In connection with your application for work with us, we will collect, store, and use the following categories of personal information about you:

- The information you have provided on our application form, including name, title, address, telephone number, personal email address, date of birth, nationality, marital status, gender, education, employment history, qualifications, business experience, financial statements, convictions history.
- Any information you provide to us during an interview.

HOW WE WILL USE INFORMATION ABOUT YOU

We will use the personal information we collect about you to:

- Assess your skills, qualifications, and suitability for being our franchisee
- Carry out background and reference checks, where applicable.
- Communicate with you about the recruitment process.
- Keep records related to our franchisee recruitment processes.
- Comply with legal or regulatory requirements.

If you fail to provide personal information

If you fail to provide information when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), we will not be able to process your application successfully. For example, if we require a

credit check or references and you fail to provide us with relevant details, we will not be able to take your application further.

DATA SHARING

We will only share your personal information with the following third parties for the purposes of processing your application: our group of companies, affiliates, agents or service providers. All our third-party service providers and other entities in the group are required to take appropriate security measures to protect your personal information in line with our policies. We do not allow our third-party service providers to use your personal data for their own purposes. We only permit them to process your personal data for specified purposes and in accordance with our instructions.

DATA SECURITY

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your personal information on our instructions, and they are subject to a duty of confidentiality.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

RIGHTS OF ACCESS, CORRECTION, ERASURE, AND RESTRICTION

Your rights in connection with personal information

Under certain circumstances, by law you have the right to:

- **Request access** to your personal information (commonly known as a “data subject access request”). This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.
- **Request correction** of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
- **Request erasure** of your personal information. This enables you to ask us to delete or remove personal information 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 information where you have exercised your right to object to processing (see below).
- **Object to processing** of your personal information 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. You also have the right to object where we are processing your personal information for direct marketing purposes.
- **Request the restriction of processing** of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
- **Request the transfer** of your personal information to another party.

If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data, or request that we transfer a copy of your personal information to another party, please contact us in writing.

RIGHT TO WITHDRAW CONSENT

When you applied, you provided consent to us processing your personal information for the purposes of considering your application. You have the right to withdraw your consent for processing for that purpose at any time. To withdraw your

consent, please contact us. Once we have received notification that you have withdrawn your consent, we will no longer process your application and, subject to our retention policy, we will dispose of your personal data securely.

HOW LONG DO WE KEEP YOUR DATA

We will retain your personal data only for as long as we need it for our legitimate interest in accordance with applicable law, after such time, we will either delete or anonymize your information or, if this is not possible (for example, because the information has been stored in backup archives), then we will securely store your information and isolate it from any further use until deletion is possible.

We will retain your personal information for a period of 36 months after we have communicated to you our decision about whether to approve you as a franchisee.

HOW TO CONTACT US

If you have any questions about our notice or the use of your personal data, please contact us

at:

Yum! III (UK) Limited

Building 2

Abbey View

Everard Close

St Albans

email: contactus@pizzahut.co.uk