



Graduate Employer of the Year 2021 Data Privacy Policy

The summary below applies specifically to the Graduate Employer of the Year Awards 2021, run by Symphony Talent in partnership with TARGETjobs.

1. Who are we?

We are Symphony Talent Limited (Symphony Talent), a company registered in England with company number 09247508 whose registered office is at Bacta House 6 Regents Wharf, All Saints Street, London, N1 9RL, United Kingdom.

2. What data are we collecting and how?

This form collects only the awards entry responses and any personal contact details you supply to us. We do not gather any hidden data such as IP address or geolocation.

3. Why are we collecting this data?

We collect this data under the legal basis of consent, only to support administration of the TARGETjobs Graduate Employer of the Year Awards 2021. The question responses and contact information you supply will be used only to enable us to analyse awards entries and to contact you, as necessary, as part of this exercise. The data will NOT be used for any other reason.

4. How will we use your data?

The data you supply is collected and stored on our survey platform ([surveymonkey.com](https://www.surveymonkey.com)) and on Symphony Talent data servers. It will also be shared with our partners, TARGETjobs, to enable both parties to analyse and judge entries for the Graduate Employer of the Year 2021 Awards. Except for these instances, your data will NOT be passed to any organisation outside Symphony Talent.

5. How long will we keep your data for?

We will store your data securely for the earlier of: (a) a period of 16 weeks after the end of the awards entry period, after which it will be permanently deleted from the servers of Symphony Talent and any 3rd parties on which it was stored, or (b) until you ask us to delete it (see 'your rights' section below).

6. How secure is the data?

Symphony Talent takes measures to safeguard your personal information against loss, theft and misuse. Our survey software partners also meet market research industry data protection standards including ISO 27001.

7. What are your rights?

Under GDPR, you have the right:

- to access, view, and edit your own information
- to 'be forgotten' – on request, all data relating to you can be deleted from any server on which it is kept
- to withdraw your consent at any time
- to opt-out from any future communications using the contact details you have supplied to us.

If you are not happy with how we are processing your personal data or responding to your requests, please let us know using the contact details below and we will investigate your complaint and respond in a reasonable time. You also have the right to lodge a complaint with your local data protection supervisory authority.

8. How do you contact us?

If you have any questions or would like to exercise any of your rights above, please email survey@symphonytalent.com. You may contact our Data Protection Officer at dpo@symphonytalent.com.