



OUR PRIVACY POLICY

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Our Contact Details

Larry Bulmer, CEO, Advo One Limited Head Office Cobdown House, London Road, Aylesford, Kent, ME20 6DQ, telephone 01622 769210, info@advo.co.uk.

Advo is committed to protecting and respecting your privacy at all times. Advo One is registered under the Data Protection Act 2018 and we will treat your personal data in accordance with that Regulation. Advo One Limited is registered with the Information Commissions Office under registration reference C1513736.

This privacy statement applies to any personal information you provide to Advo One and any personal information we collect from other sources.

The Purpose for which we will use your data

We collect personal and special category data to act as an advisory for employee services on your behalf. Our services include HR consultancy, payroll bureau services and online technology platforms. Our HR consultancy offers integrated HR solutions. Our services include a helpline offering guidance and advice plus contacts, handbooks employee relations etc. to companies. We process payroll acting as a Bacs-approved commercial bureau and we are HMRC Compliant. We also provide you and your employees with access to our online platform.

Lawful Basis

The Lawful basis for all three of our services is outlined below:

Payroll - our lawful basis for processing your data is the performance of the Payroll function to pay employees correctly and on time.

HR - our lawful basis for processing your data is the performance of the HR function and to advise companies on their legal HR obligations.

We may also receive personal information from yourself directly when communicating with us or when you update your information on our online platform.

What information do we collect?

For all three functions we collect information such as your name, contact details (such as your home address, telephone number, e-mail address etc.), date of birth, gender, marital status, salary, employment details such as start date with your company, payroll number, cost centre etc. We may also collect information about your dependants (spouse/partner and dependent children).

If you provide us with special category information you understand and give your explicit consent that we may collect, use, store, and disclose this information to appropriate third parties for the purposes which we have described in this statement.

As part of the HR function the HR team may collect special category information about employees given to us by the company in the course of our duties as HR Consultants. We may also collect the personal information of an employee's emergency contact as part of the duty of care performed by their company.

With regards to the payroll function, we never collect special category information although Payroll staff will have access to this information which is stored on our systems if you have one or both of our other services.

You have the right to withdraw your consent at any time.

Who is collecting the information?

Whilst the personal information we collect may come directly from you, it may also be provided by other third parties (such as your employer, medical professionals, HMRC, Department of Work and Pensions, insurance companies, insurance brokers, Independent Financial Advisors, credit organisations, financial institutions, etc.). If you provide personal information about other individuals (such as employees, dependants, etc.) you must obtain their consent prior to your disclosure to Advo One Limited.

How is the information collected?

Your Employer or their insurance providers or other employee benefits providers may send us the information electronically or by hard copy. We may also collect your information from HMRC and Department of Work and Pensions.

Why is the information being collected?

We collect information to fulfil your requests for our services and to improve your online experience. We try where possible to limit the amount of personal information we collect to support the intended purpose of the collection.

We may ask you for some of the following information when accessing our online platform:

- User name, password,
- Communication preference
- Search queries
- Information posted in community discussions and other interactive online features

How does Advo use your personal information?

The personal information we collect may be used to:

- Provide information, products and services to you;
- Determine eligibility and process applications for our products and services;
- Provide information and services as requested by our clients;
- Understand and assess clients' ongoing needs and offer products and services to meet those needs;
- Carry out client communication, services, billing and administration;
- Meet our obligations as a Payroll bureau;
- Execute monitoring and training;
- Give advice on employee issues;
- Develop new services and products;
- Assist our clients as part of our obligations as provider of HR services;
- Market products and services (subject to appropriate consent); and
- Conduct processing necessary to fulfil other contractual obligations for the individual.

Does Advo disclose your Personal Information?

We may disclose personal information to business partners that are necessary to provide our products and services. Examples include

Payroll Services – HMRC, Department of Work and Pensions. Banks and other financial services, Pension providers and Employers.

HR Services – Employers, our advisers such as other HR agencies, our insurers, our legal team, Occupational Health providers.

Authorised Service Providers

We may disclose your information to service providers we have retained to perform services on our behalf. These service providers are contractually restricted from using or disclosing the information except as necessary to perform services on our behalf or to comply with legal requirements.

Legal Requirements and Business Transfers

We may also disclose personal information (i) if we are required to do so by law or a legal process, (ii) in response to law enforcement authority or other government official requests, (iii) when we believe disclosure is necessary or appropriate to prevent physical harm or financial loss, (iv) in connection with an investigation or suspected or actual illegal activity, (v) in the event that Advo is subject to a merger or

acquisition to the new owner of the business. Disclosure may also be required for company audits or to investigate a complaint or security threat.

Visiting Advo One Websites

In some instances, Advo automatically collects certain types of information when you visit our websites and through any e-mails that we may exchange. Automated technologies may include the use of Web server logs to collect IP addresses, “cookies” and Web beacons. The collection of this information will allow us to improve the effectiveness of Advo’s websites and our marketing activities.

By using Advo’s websites and mobile applications you agree to the processing of your information as explained in this Statement. This includes placing cookies on your device as described in the Cookie Notice.

Advo websites may contain links to other sites which are outside our control and are not covered by this Statement. We would encourage you to review the privacy statements of any websites you may visit.

Cookie Notice

Advo collects information when you visit our website through the use of cookie technology. A cookie is a piece of programming contained in a very small text file that is placed in your internet browser or elsewhere on your hard drive. You can control your acceptance of cookies by modifying your internet browser preferences. You also have the ability to accept all cookies to be notified when a cookie is set or to reject all cookies. Please note that if you choose to block all cookies, including any essential cookies, you may not be able to access all or part of the website and may be unable to engage or use those services or activities that require the placement of cookies. We use cookies in order to differentiate you from other users of our website and to help us compile stats about the usage on our website.

There may also be occasions when we will use tracking technologies such as web beacons to collect information about your visit to our website. These web beacons are electronic images embedded into the web content or e-mails and are usually not visible to users. This tracking technology enables us to track pages and the content accessed and viewed by users to our websites. It also helps us to provide you with a positive experience when browsing and it also helps us to refine our content. Information about cookies is available on www.allaboutcookies.org.

Does Advo transfer personal information across geographies?

Advo may transfer or receive certain personal information across geographical borders to service providers in other countries working on our behalf in accordance with applicable law.

By providing us with your information or using our website, you consent to the collection, international transfer, storage and processing of your information. These transfers are governed by standard contractual clauses or equivalent data transfer agreements on EEA approved terms to protect the security and confidentiality of personal information.

How can you access and update your information?

Advo takes care to make sure that your personal information is kept accurate and complete. You have access to update your own personal information in the following ways:

- Via Advo One you can view and update your personal information after logging into your account.
- Via your employer who will contact us on your behalf.
- By contacting us directly via the Advo website “contact us” page by telephone or by writing to us directly.
- If for any reason we are unable to give you access to update your information we will let you know.

Data Controller Data Processor

We are a data controller and we are registered with the Information Commissioner’s office under registration reference C1513736. There may also be occasions when we are a data processor, and we have agreements and contracts in place with insurers and other providers for the purposes of processing payroll information.

Does Advo have security measures in place to protect your information?

Advo has put in place physical, technical and administrative security measures to protect your personal information from misuse, loss, destruction or amendment.

Any service providers we work with are bound to maintain the confidentiality of personal information and may not use it for any unauthorised purpose.

Data Retention

Payroll

As a secure BACS approved payroll bureau and commercial bureau, we have an obligation to retain records for the purposes of tax returns which are made for employee's salaries, overtime, bonus payments and expenses for a minimum of seven years.

- Wages / salary record (also overtime, bonuses and expenses): 6 years: Taxes Management Act 1970
- Income tax and NI records: Not less than 3 years after the end of the financial year: The Income Tax (Employments) Regulations 1993 (SI 1993/744) as amended.
- National Minimum/Living Wage: 3 years after the end of the pay reference period: National Minimum Wage Act 1998
- Working time record: 2 years: The Working Time Regulations 1998 (SI 1998/1833)

HR

We will only hold the personal and special category data of your employees for as long as is needed and no longer. However there may be some instances where we are required to hold information because it is related to disciplinary, grievance or other issues which might result in Tribunal. In these instances, we would keep records for 6 years.

You have the right to complain to the Information Commissioners Office if you think there is a problem with the way we are handling your data.

Your Rights

Under Data Protection Law you have rights including:

Your right of access – you have the right to ask for copies of your personal information, you can also view your personal information on our online platform;

Your right to rectification – that you have the right to ask for your personal information to be rectified if you think it is inaccurate. This can be direct via our online system or you can send us an email or telephone us;

Your right to erasure – that you have the right in certain circumstances to ask us to erase your personal information;

Your right to restrict Processing – you have the right to object to processing of your personal information;

Your right to data portability – you have the right to ask that we transfer the personal information you give us to another organisation or to you, in certain circumstances.

How to complain

If you have any concerns about our use of your personal information, you can make a complaint to us at:

Advo One Limited Head Office
Cobdown House
London Road
Aylesford, Kent
ME20 6DQ

T 01622 769210
E info@advo.co.uk.

You can also complain to the ICO if you are unhappy with how we have used your data.

The ICO's address:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire SK9 5AF

Helpline number: 0303 123 1113

ICO website: <https://www.ico.org.uk>



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