

Nutrileader Limited Data Protection Policy

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1 Introduction

1.1 Purpose of Policy

Nutrileader needs to gather and use certain information about individuals.

These can include clients, suppliers and other people the organisation has a relationship with or may need to contact.

This policy describes how this personal data will be collected, handled and stored to comply with the General Data Protection Regulation.

1.2 Policy Statement

Nutrileader is committed to a policy of protecting the rights and privacy of clients and others in accordance with General Data Protection Regulation.

Nutrileader commits to:

- comply with both the law and good practice
- respect individuals' rights
- be open and honest with individuals whose data is held
- Register Nutrileader's details with the Information Commissioner's Office (ICO)

1.3 Personal Data

Nutrileader may hold data for the following purposes:

- Provision of direct healthcare
- Case histories

Special categories of data can include race, ethnic origin, politics, religion, trade union membership, genetics, biometrics (where used for ID purposes), health and sexual orientation.

Nutrileader may hold special category data for the following purposes:

- Provision of direct healthcare

1.4 Data Protection Principles

There are six data protection principles that are core to the General Data Protection Regulation. Nutrileader will make every possible effort to comply with these principles at all times in our information-handling practices. The principles are:

1) Lawful, fair and transparent

Data collection must be fair, for a legal purpose and Nutrileader must be open and transparent as to how the data will be used.

2) Limited for its purpose

Data can only be collected for a specific purpose.

3) Data minimisation

Any data collected must be necessary and not excessive for its purpose.

4) Accurate

The data Nutrileader holds must be accurate and kept up to date.

5) Retention

Nutrileader cannot store data longer than necessary.

6) Integrity and confidentiality

The data Nutrileader holds must be kept safe and secure.

1.5 Key risks

The main risks are in two key areas:

- Information about individuals getting into the wrong hands, through poor security or inappropriate disclosure of information
- Individuals being harmed through data being inaccurate or insufficient

2 Responsibilities

Nutrileader is the data controller for all personal data we hold and is responsible for:

- Analysing and documenting the type of personal data held
- Checking procedures to ensure they cover all the rights of the individual
- Identifying the lawful basis for processing data
- Ensuring consent procedures are lawful
- Implementing and reviewing procedures to detect, report and investigate personal data breaches
- Storing data in safe and secure ways
- Assessing the risk that could be posed to individual rights and freedoms should data be compromised

3 Data Recording, Security and Storage

3.1 Data accuracy and relevance

Nutrileader will ensure that any personal data we process is accurate, adequate, relevant and not excessive, given the purpose for which it was obtained. Nutrileader will not process personal data obtained for one purpose for any unconnected purpose unless the individual concerned has agreed to this or would otherwise reasonably expect this.

3.2 Data security

Nutrileader will keep personal data secure against loss or misuse. Where other organisations process personal data as a service on our behalf, we will establish what, if any, additional specific data security arrangements need to be implemented in contracts with those third-party organisations.

3.3 Storing data securely

- In cases when data is stored on printed paper, it will be kept in a secure place where unauthorised personnel cannot access it
- Printed data will be shredded when it is no longer needed
- Data stored on a computer will be protected by strong passwords that are changed regularly.

- Data stored on a portable hard drive will be encrypted or password protected and locked away securely when not being used
- Data will be regularly backed up
- All possible technical measures will be put in place to keep data secure

3.4 Data retention

Nutrileader will retain personal data for no longer than is necessary. This shall be in accordance with the guidelines of our professional association, BANT – this being 8 years from the date of the client’s last visit.

4 Accountability and Transparency

Nutrileader will ensure accountability and transparency in all our use of personal data. We will keep written up-to-date records of all the data processing activities that we do and ensure that they comply with each of the GDPR principles.

Nutrileader will regularly review our data processing activities and implement measures to ensure privacy by design including data minimisation, pseudonymisation, transparency and continuously improving security and enhanced privacy procedures.

5 Consent

Nutrileader will ensure that consents are specific, informed and in plain English such that individuals clearly understand why their information will be collected, who it may be shared with, and the possible consequences of them agreeing or refusing the proposed use of the data. Consents will be granular to provide choice as to which data will be collected and for what purpose. Nutrileader will seek explicit consent wherever possible.

Nutrileader will maintain an audit trail of consent by documenting details of consent received including who consented, when, how, what, if and when they withdraw consent.

We will regularly review consents and seek to refresh them regularly or if anything changes.

6 Direct Marketing

Nutrileader will only use personal data for direct contact and never for further marketing communications.

7 Subject Access Requests

7.1 What is a subject access request?

An individual has the right to receive confirmation that their data is being processed, access to their personal data and supplementary information, meaning the information that should be provided in a privacy notice.

7.2 How to deal with subject access requests

Nutrileader will provide an individual with a copy of the information requested, free of charge. This will occur within one month of receipt. Nutrileader endeavours to provide data subjects access to their information in commonly used electronic formats (as described in section 7.3).

If complying with the request is complex or numerous, the deadline can be extended by two months, but the individual will be informed within one month.

Nutrileader can refuse to respond to certain requests, and can, in circumstances of the request being manifestly unfounded or excessive, charge a fee. If the request is for a large quantity of data, Nutrileader can request the individual specify the information they are requesting.

Once a subject access request has been made, Nutrileader will not change or amend any of the data that has been requested. Doing so is a criminal offence.

7.3 Data portability requests

Nutrileader will provide the data requested in a structured, commonly used and machine-readable format. This would normally be a PDF file, although other formats are acceptable. Nutrileader must provide this data either to the individual who has requested it or to the data controller they have requested it be sent to within one month.

8 Transferring data internationally

There are restrictions on international transfers of personal data. Nutrileader will not transfer personal data abroad without express consent.

9 Third Parties

9.1 Using third party controllers and processors

As a data controller, Nutrileader will only appoint any third-party data controllers and /or processors who can provide sufficient guarantees under GDPR and that the rights of data subjects will be respected and protected.

As a data processor, Nutrileader will only act on the documented instructions of a controller. Nutrileader acknowledges its responsibilities as a data processor under GDPR and will protect and respect the rights of data subjects.

9.2 Contracts

Nutrileader contracts will comply with the standards set out by the ICO and, where possible, follow standard contractual clauses. Nutrileader's contracts with data controllers (and/or) data processors will set out the subject matter and duration of the processing, the nature and stated purpose of the processing activities, the types of personal data and categories of data subject, and the obligations and rights of the controller.

10 Reporting breaches

Any breach of this policy or of data protection laws will be reported as soon as practically possible. This means as soon as Nutrileader becomes aware of a breach.

Nutrileader has a legal obligation to report any data breaches to UK Supervisory authority, this being the Information Commissioners Office within 72 hours.