

Privacy Policy

Last updated: 4 August 2026

1. Who We Are

Talent264 ("we", "us", "our") operates an online recruitment marketplace for the asbestos industry, connecting candidates with employers and recruitment consultancies. This policy explains how we collect, use and protect personal data when you use our website or our recruitment platform, and it applies to candidates, employers and general website visitors.

- Company name: Talent264
- Registered company number: to be confirmed (Companies House registration in progress)
- Registered address: 39 Farfield Grove, Wibsey, Bradford, BD6 2LU
- Contact email: info@talent264.co.uk
- Contact phone: 07825 776562
- Website: www.talent264.co.uk
- Privacy contact: Harriet Dytiche

If you have any questions about this policy or how we handle your personal data, please contact Harriet Dytiche at harriet@talent264.co.uk.

2. What Personal Data We Collect

2.1 Website visitors

When you browse our website or get in touch with us, we may collect:

- Name
- Email address
- Phone number
- Company name
- IP address
- Cookie data (see Section 11)
- Analytics data (pages visited, time on site, browser/device information)
- Information you provide through a contact form enquiry

2.2 Candidates

If you register as a candidate on the Talent264 platform, we collect:

- Name
- Email address
- Telephone number
- CV
- Employment history
- Qualifications and accreditations
- Salary expectations
- Preferred work location and travel radius
- Right-to-work status
- References
- Messages you send to employers or to us through the platform

We do not collect or store profile photographs.

2.3 Employers

If you register as an employer (recruitment agency or company) on the Talent264 platform, we collect:

- Contact names
- Business email address
- Company information (registration number, address, website, sector, recruitment needs)
- Billing information (accounts contact, billing address, payment terms)

3. How We Collect Your Data

We collect personal data when you:

- Fill in a form on our website
- Register for a candidate or employer account
- Upload a CV
- Enter information manually into your profile
- Use our website (via cookies — see Section 11)
- Sign in using a third-party account (currently Google; Microsoft and LinkedIn sign-in may be added in future)

4. How We Use Your Data

We use your personal data to:

- Create and manage your account
- Match candidates with suitable employers and vacancies
- Process recruitment introductions on your behalf
- Provide customer support
- Send service-related emails (e.g. account confirmations, password resets, interview scheduling, invoices)
- Send marketing emails, where you have agreed to receive them (see Section 12)
- Improve and develop our platform
- Comply with our legal obligations
- Prevent fraud and misuse of our platform

5. Our Legal Basis for Processing

Under UK GDPR, we rely on the following legal bases to process your personal data:

- Contract — to provide the recruitment services you have asked us for (e.g. managing your candidate or employer account)
- Consent — for marketing communications and optional features such as showing your salary expectations or “last active” status to employers
- Legitimate interests — to run and improve our business, prevent fraud, and keep our platform secure, where this does not override your rights
- Legal obligation — to comply with our record-keeping, tax and regulatory duties

6. Who We Share Your Data With

Depending on the service you use, we may share personal data with:

- Employers using Talent264 — but only once you and the employer have both agreed to proceed with an introduction. Until that point, your name, contact details and CV are withheld and you are known only by an anonymised reference; messaging within the platform is likewise anonymised up until interview stage.
- Candidates — an employer's business contact details are shared with a candidate once an

introduction has been agreed

- Our hosting provider
- Our email service provider
- Our payment processor (for invoicing employers)
- Our CRM / recruitment platform software
- Our analytics provider
- Government authorities, regulators or law enforcement, where we are legally required to disclose

information

We never sell your personal data to third parties.

7. Third-Party Services We Use

We currently use, or may use, the following categories of third-party service to run Talent264:

- Microsoft 365 (business email and office tools)
- Google Analytics (website analytics)
- Stripe (payment processing)
- OpenAI (platform features that may use AI tooling)
- Amazon Web Services / AWS (hosting and infrastructure)
- Microsoft Azure (hosting and infrastructure)
- Cloudflare (website performance and security)

We do not use LinkedIn Login or the Facebook Pixel.

8. International Data Transfers

We do not intentionally transfer your personal data outside the UK. However, some of the third-party providers listed in Section 7 operate global infrastructure and may process data on servers located outside the UK or European Economic Area (EEA) as part of their standard service. Where this happens, we ensure appropriate safeguards are in place — such as the UK International Data Transfer Agreement (IDTA), EU Standard Contractual Clauses, or the provider's own recognised adequacy certification — to keep your data protected to UK standards.

9. How Long We Keep Your Data

We keep personal data for as long as necessary for the purposes set out in this policy:

- Candidate accounts are kept until you choose to delete your account
- Accounts that have been inactive for 24 months are automatically deleted
- Financial records (such as invoices) are retained for 6 years, as required by law

10. Your Rights Under UK GDPR

You have the right to:

- Access the personal data we hold about you
- Ask us to correct inaccurate personal data (rectification)
- Ask us to delete your personal data (erasure), including via self-service account deletion within the platform
- Ask us to restrict how we use your personal data
- Receive your personal data in a portable format
- Object to certain types of processing
- Withdraw your consent at any time, where we rely on consent
- Complain to the Information Commissioner's Office (ICO) if you believe we have not handled your

personal data properly

To exercise any of these rights, contact Harriet Dytiche at harriet@talent264.co.uk. You can also complain directly to the ICO at ico.org.uk or by calling 0303 123 1113.

11. Cookies

Our website uses cookies to make it work properly and to understand how it is used. We use:

- Essential cookies — required for the website and platform to function, including login and session cookies
- Analytics cookies (Google Analytics) — to understand how visitors use our website

We do not use marketing cookies, the Facebook Pixel, or the LinkedIn Insight Tag. You can control cookies through your browser settings, though disabling essential cookies may prevent parts of the platform from working correctly.

12. Marketing Communications

With your consent, we may send you:

- Newsletters
- Job alerts matching your saved search criteria
- Product updates
- Promotional emails

You can opt out of marketing communications at any time by using the unsubscribe link in any email, or by contacting us directly. This will not affect service emails necessary to run your account (e.g. password resets, interview confirmations).

13. Children's Data

Talent264 is a professional recruitment platform for the asbestos and environmental industry. We do not operate a formal age-verification process, but our services are intended for individuals seeking or offering employment and are not directed at, or marketed to, children. If we become aware that we have inadvertently collected personal data from a child, we will delete it promptly.

14. How We Keep Your Data Secure

We take the security of your personal data seriously. We use:

- Encryption
- Password hashing
- Multi-factor authentication (MFA) for our administrators
- Secure UK/EU hosting
- Access controls, so staff only see the data they need to do their job
- Regular backups

15. Changes to This Policy

We may update this policy from time to time, for example as our platform or services change. The "last updated" date at the top of this policy shows when it was last revised. We encourage you to review this policy periodically.

16. Contact Us

If you have any questions about this policy, or would like to exercise any of your rights, please contact:

- Harriet Dytiche

- Talent264
- 39 Farfield Grove, Wibsey, Bradford, BD6 2LU
- harriet@talent264.co.uk
- 07825 776562