UK&I 2028 Recruitment Privacy Policy

OVERVIEW

1.1 This privacy policy makes it clear how we process and protect your personal data in connection with our recruitment processes. This includes any information that you submit to our online recruitment software and any information gathered on this website.

1.2 By using this site, you are agreeing that your data will be held, stored and processed in accordance with this privacy policy. We comply with all applicable data protection and privacy legislation in force from time to time in the UK, including the Data Protection Act 2018 ("**GDPR**") and as such your data is securely stored and only accessed by relevant and authorised personnel.

1.3 The purpose of the data collection and the type of data requested is decided by the Data Controller. In this instance, the Data Controller is UK & Ireland 2028 Limited ("**UK&I 2028**"), a company incorporated in England and Wales with registration number 15612327 whose registered office is at Wembley Stadium, Wembley, London, HA9 0WS.

1.4 The Data Controller uses a Data Processor in order to collect, store and securely transfer your data. In this instance, the Data Processor is Talos 360 Limited, a company incorporated in England and Wales with registration number 06824959 whose registered office is at 4 Webster Court, Carina Park, Warrington, WA5 8WD.

DATA SECURITY

2.1 The technology that we use has been designed with your security in mind. Our Data Processor's servers are based in the UK and they deploy both technological and operational security measures along with internal policies specifically implemented to protect your data.

LEGAL BASIS

3.1 Our legal basis for processing your data is the legitimate interest in using the information that you supply to us in order to process your job application and to provide you with information relating to the application process.

3.2 The purpose of our data collection is to assess your suitability for the specific job role that you have applied for. We may also use this information to contact you about other similar job opportunities and may also statistically analyse your data.

3.3 We may also need to request and process your data if it is necessary for the performance of a contract or if we have a legal basis for doing so. This may include the data that you need to supply to us in order to satisfy the offer of a term of employment.

3.4 If we require your explicit consent to process any data as specified by GDPR, then we will inform you of this consent requirement, and request your explicit "opt-in", at the point of data entry.

3.5 We may also need to request and process your data in the event that an offer of employment is made which includes that we will support you with an application for a visa or other right to work documentation.

WHAT DATA DO WE COLLECT?

4.1 The personally identifiable information that we identify, store and process on this site is that which is voluntarily provided to us. This includes (but not limited to):

- Your CV
- Cover letters
- Personal information supplied such as your name, email address & phone number
- Any details you enter into any application form
- Any answers to questions that correspond with your recruitment preferences
- Any supporting information that you provide to expand your candidate profile

4.2 In the event that we agree to support you with an application for a visa or other right to work documentation, then we may (to the extent not already provided by you) require the following data from you:

- Name
- Address, including country of residence
- Date of birth
- Contact information, including phone number and email address
- Passport details
- Details of current and/or previous employment

YOUR DATA ACCESS RIGHTS

5.1 When it comes to your personal data, you have the right to:

- Rectify inaccurate or outdated information
- Request to move your data (data portability)

- Object to data processing
- Withdraw your data consent at any time
- Be forgotten
- Ask for a copy of your data
- Lodge a complaint with the UK's Information Commissioner's Office (ICO) or other relevant supervisory authority

5.2 If you'd like to exercise any of the rights referred to in paragraph 5.1 above, then please contact LegalTeam@UKI2028.com with your request.

5.3 If you're not happy with the manner in which your data has been processed, you can submit a case to our internal complaints procedure by contacting LegalTeam@UKI2028.com. If you are not satisfied with the outcome of our investigation, you have the right to contact the ICO (http://www.ico.org.uk).

SHARING DATA

6.1 The data that you submit to this site will be available to the Data Controller and may be:

- Made available to the Data Processor for the purpose of operating the UK&I 2028 recruitment website
- Used to communicate with you about your application
- Used to communicate with you regarding recruitment
- Used to supply you with relevant (optional) job alerts
- Added to a searchable candidate database
- Analysed for our internal statistics to improve processes

6.2 Certain recruitment processes led by UK&I 2028 will also involve the Union des associations européennes de football ("**UEFA**"), a company registered in Switzerland with its registered office at Route de Genève 46, 1260 Nyon, Switzerland. For those relevant recruitment processes, UK&I 2028 may share your information with UEFA for the purposes of reviewing candidate applications, shortlisting candidates and carrying out interviews.

6.3 Sometimes information may be processed on our behalf by relevant third parties; this includes but is not limited to: external recruitment assessment suppliers, video interviewing companies, payroll software, and HR software.

6.4 We will not collect your information for unrelated purposes without first requesting your consent.

6.5 In the event that we agree to support you with an application for a visa or other right to work documentation, then we may share your personal data with our legal advisors and/or other professional advisors as may be necessary in connection with the visa or other right to work application process.

6.6 In some cases, we may be compelled or permitted by the law, an official authority or regulatory requirements to process your personal information without your consent or knowledge, even after you have exercised your right to withdrawal, to be forgotten, or objected to processing. If this happens, we will only process the limited personal data that we are required to do so under these specific requirements.

LENGTH OF DATA STORAGE

7.1 We will only retain your personal data for as long as it is necessary for the purpose for which we collected it, or where we're required to keep it for any legal, accounting or reporting requirements. In most cases, if there is no activity on your candidate account for 3 years, then it will be deactivated. You can also request to withdraw your details at any time and thereafter your data will be fully anonymised for further protection. Where a claim is being made (or is considered highly likely to be made), we may extend our retention periods in order to appropriately protect our legal position.

PRIVACY POLICY CHANGES

8.1 Provided that compliance with GDPR is maintained, we reserve the right to amend and modify this privacy statement for any reason and at any time.

Policy last updated: **25 February 2026**