PRIVACY POLICY

This Privacy Policy applies between you, the User of this Website, and T4 Group Ltd, the owner and provider of this Website. T4 Group Ltd takes the privacy of your information very seriously. This Privacy Policy applies to our use of any and all Data collected by us or provided by you in relation to your use of the Website.

This Privacy Policy should be read alongside, and in addition to, our Terms and Conditions, which can be found at: `talent247.co/terms-and-conditions`.

Please read this Privacy Policy carefully.

Definitions and Interpretation

1. In this Privacy Policy, the following definitions are used:

Term	Definition
Data	collectively all information that you submit to T4 Group Ltd via the Website. This definition incorporates, where applicable, the definitions provided in the Data Protection Laws;
Cookies	a small text file placed on your computer by this Website when you visit certain parts of the Website and/or when you use certain features of the Website. Details of the cookies used by this Website are set out in the clause below (**Cookies**);
Data Protection Laws	any applicable law relating to the processing of personal Data, including but not limited to the GDPR, and any national implementing and supplementary laws, regulations and secondary legislation;
GDPR	the UK General Data Protection Regulation;
T4 Group Ltd, we or us	T4 Group Ltd, a company incorporated in England and Wales with registered number 15258159 whose registered office is at 86 - 90 Paul Street, London, EC2A 4NE;
UK and EU Cookie Law	the Privacy and Electronic Communications (EC Directive) Regulations 2003 as amended by the Privacy and Electronic Communications (EC Directive) (Amendment) Regulations 2011 & the Privacy and Electronic Communications (EC Directive) (Amendment) Regulations 2018;
User or you	any third party that accesses the Website and is not either (i) employed by T4 Group Ltd and acting in the course of their employment or (ii) engaged as a consultant or otherwise providing services to T4 Group Ltd and accessing the Website in connection with the provision of such services; and
Website	the website that you are currently using, `talent247.co`, and any sub-domains of this site unless expressly excluded by their own terms and conditions.

2. In this Privacy Policy, unless the context requires a different interpretation:

- **a.** the singular includes the plural and vice versa;
- **b.** references to sub-clauses, clauses, schedules or appendices are to sub-clauses, clauses, schedules or appendices of this Privacy Policy;

c. a reference to a person includes firms, companies, government entities, trusts and partnerships;

d. "including" is understood to mean "including without limitation";

e. reference to any statutory provision includes any modification or amendment of it;

f. the headings and sub-headings do not form part of this Privacy Policy.

Scope of this Privacy Policy

3. This Privacy Policy applies only to the actions of T4 Group Ltd and Users with respect to this Website. It does not extend to any websites that can be accessed from this Website including, but not limited to, any links we may provide to social media websites.

4. For purposes of the applicable Data Protection Laws, T4 Group Ltd is the "data controller". This means that T4 Group Ltd determines the purposes for which, and the manner in which, your Data is processed.

Data Collected

5. We may collect the following Data, which includes personal Data, from you:

a. name;

b. email, telephone number, resume; in each case, in accordance with this Privacy Policy.

How We Collect Data

6. We collect Data in the following ways:

a. data is given to us by you; and

b. data is collected automatically.

Data That is Given to Us by You

7. T4 Group Ltd will collect your Data in a number of ways, for example:

a. when you contact us through the Website, by telephone, post, e-mail or through any other means;

b. when a user makes a job application; in each case, in accordance with this Privacy Policy.

Data That is Collected Automatically

8. To the extent that you access the Website, we will collect your Data automatically, for example:

a. we automatically collect some information about your visit to the Website. This information helps us to make improvements to Website content and navigation, and includes your IP address, the date, times and frequency with which you access the Website and the way you use and interact with its content.

b. we measure aggregated Website traffic and Core Web Vitals using cookieless Cloudflare Web Analytics (which stores zero cookies, `localStorage` entries, or persistent device identifiers) and use only strictly necessary edge-security cookies and user-requested display storage (`hs_theme` in `localStorage`, written only when you actively click the light/dark mode toggle). For more information, see the section below, headed "Cookies".

Our Use of Data

9. Any or all of the above Data may be required by us from time to time in order to provide you with the best possible service and experience when using our Website. Specifically, Data may be used by us for the following reasons:

- **a.** internal record keeping;
- **b.** to apply for a job vacancy with a third-party client; in each case, in accordance with this Privacy Policy.

10. We may use your Data for the above purposes if we deem it necessary to do so for our legitimate interests. If you are not satisfied with this, you have the right to object in certain circumstances (see the section headed "Your rights" below).

Who We Share Data With

11. We may share your Data with the following groups of people for the following reasons:

- **a.** our employees, agents and/or professional advisors - to determine whether the user is a suitable candidate for a job application; in each case, in accordance with this Privacy Policy.

Keeping Data Secure

12. We will use technical and organisational measures to safeguard your Data, for example:

- **a.** access to your account is controlled by a password and a user name that is unique to you.
- **b.** we store your Data on secure servers.

13. Technical and organisational measures include measures to deal with any suspected data breach. If you suspect any misuse or loss or unauthorised access to your Data, please let us know immediately by contacting us via this e-mail address: `info@talent247.co`.

14. If you want detailed information from Get Safe Online on how to protect your information and your computers and devices against fraud, identity theft, viruses and many other online problems, please visit `www.getsafeonline.org`. Get Safe Online is supported by HM Government and leading businesses.

Data Retention

15. Unless a longer retention period is required or permitted by law, we will only hold your Data on our systems for the period necessary to fulfil the purposes outlined in this Privacy Policy or until you request that the Data be deleted.

16. Even if we delete your Data, it may persist on backup or archival media for legal, tax or regulatory purposes.

Your Rights

17. You have the following rights in relation to your Data:

- **a.** **Right to access** - the right to request (i) copies of the information we hold about you at any time, or (ii) that we modify, update or delete such information. If we provide you with access to the information we hold about you, we will not charge you for this, unless your request is "manifestly

unfounded or excessive." Where we are legally permitted to do so, we may refuse your request. If we refuse your request, we will tell you the reasons why.

b. **Right to correct** - the right to have your Data rectified if it is inaccurate or incomplete.

c. **Right to erase** - the right to request that we delete or remove your Data from our systems.

d. **Right to restrict our use of your Data** - the right to "block" us from using your Data or limit the way in which we can use it.

e. **Right to data portability** - the right to request that we move, copy or transfer your Data.

f. **Right to object** - the right to object to our use of your Data including where we use it for our legitimate interests.

18. To make enquiries, exercise any of your rights set out above, or withdraw your consent to the processing of your Data (where consent is our legal basis for processing your Data), please contact us via this e-mail address: `info@talent247.co`.

19. If you are not satisfied with the way a complaint you make in relation to your Data is handled by us, you may be able to refer your complaint to the relevant data protection authority. For the UK, this is the Information Commissioner's Office (ICO). The ICO's contact details can be found on their website at `https://ico.org.uk/`.

20. It is important that the Data we hold about you is accurate and current. Please keep us informed if your Data changes during the period for which we hold it.

Links to Other Websites

21. This Website may, from time to time, provide links to other websites. We have no control over such websites and are not responsible for the content of these websites. This Privacy Policy does not extend to your use of such websites. You are advised to read the Privacy Policy or statement of other websites prior to using them.

Changes of Business Ownership and Control

22. T4 Group Ltd may, from time to time, expand or reduce our business and this may involve the sale and/or the transfer of control of all or part of T4 Group Ltd. Data provided by Users will, where it is relevant to any part of our business so transferred, be transferred along with that part and the new owner or newly controlling party will, under the terms of this Privacy Policy, be permitted to use the Data for the purposes for which it was originally supplied to us.

23. We may also disclose Data to a prospective purchaser of our business or any part of it.

24. In the above instances, we will take steps with the aim of ensuring your privacy is protected.

Cookies

25. This Website places only strictly necessary security and administrative cookies on your computer and uses user-requested browser storage (`hs_theme` in `localStorage`, written only when you actively click the light/dark mode toggle). T4 Group Ltd does not use advertising, profiling, or third-party tracking cookies, and Website traffic and Core Web Vitals are measured solely using cookieless Cloudflare Web Analytics (which stores zero cookies, `localStorage`, or persistent device identifiers).

26. All Cookies and browser storage used by this Website are used in accordance with current UK and EU Cookie Law, including Regulation 6(4) of the Privacy and Electronic Communications Regulations

(PECR) and EU ePrivacy rules.

27. Because this Website uses only strictly necessary security and administrative cookies and user-requested display storage — and zero optional analytical, functionality, advertising, or profiling cookies — no cookie consent banner is required before loading the Website.

28. This Website uses the following strictly necessary cookies, user-requested storage, and cookieless analytics:

Type	Purpose
Strictly necessary security & session cookies	Required for edge security, anti-bot verification on public forms (Cloudflare Turnstile / `__cf_bm`), and authenticated CMS administrator sessions. Public visitors do not receive editorial session cookies.
User-requested interface storage (`localStorage`)	Stores `hs_theme` in `localStorage` only when you actively click the light/dark theme toggle so your display preference persists between page loads.
Cookieless web analytics (Zero cookies)	Measures aggregated page views and Core Web Vitals via cookieless Cloudflare Web Analytics without storing cookies, `localStorage`, or cross-site identifiers.

29. You can find a list of the strictly necessary cookies and user-requested storage keys that we use in the Cookies Schedule.

30. Because this Website places no optional analytical, functionality, advertising, or profiling cookies, there are no optional cookie categories to toggle in a consent banner. You can clear your `hs_theme` display preference at any time via your browser's site storage controls.

31. You can also choose to enable or disable Cookies in your internet browser. By default, most internet browsers accept Cookies but this can be changed. For further details, please see the help menu in your internet browser. You can switch off Cookies at any time, however, you may lose information that enables you to access the Website more quickly and efficiently.

32. You can choose to delete Cookies at any time; however, you may lose any information that enables you to access the Website more quickly and efficiently including, but not limited to, personalisation settings.

33. It is recommended that you ensure that your internet browser is up-to-date and that you consult the help and guidance provided by the developer of your internet browser if you are unsure about adjusting your privacy settings.

34. For more information generally on cookies, including how to disable them, please refer to `aboutcookies.org`. You will also find details on how to delete cookies from your computer.

General

35. You may not transfer any of your rights under this Privacy Policy to any other person. We may transfer our rights under this Privacy Policy where we reasonably believe your rights will not be affected.

36. If any court or competent authority finds that any provision of this Privacy Policy (or part of any provision) is invalid, illegal or unenforceable, that provision or part-provision will, to the extent required, be deemed to be deleted, and the validity and enforceability of the other provisions of this Privacy Policy will not be affected.

37. Unless otherwise agreed, no delay, act or omission by a party in exercising any right or remedy will be deemed a waiver of that, or any other, right or remedy.

38. This Agreement will be governed by and interpreted according to the law of England and Wales. All disputes arising under the Agreement will be subject to the exclusive jurisdiction of the English and Welsh courts.

Changes to This Privacy Policy

39. T4 Group Ltd reserves the right to change this Privacy Policy as we may deem necessary from time to time or as may be required by law. Any changes will be immediately posted on the Website and you are deemed to have accepted the terms of the Privacy Policy on your first use of the Website following the alterations.

You may contact T4 Group Ltd by email at `info@talent247.co`.

Attribution

40. This Privacy Policy was adapted from a document created using Rocket Lawyer.

Created on **13 January 2025** · Last updated **November 2026**.

Cookies Schedule

Below is a list of the cookies and storage keys that we use. We have tried to ensure this is complete and up to date, but if you think that we have missed an item or there is any discrepancy, please let us know.

Strictly Necessary Cookies & User-Requested Storage

We use the following strictly necessary cookies and user-requested storage keys:

Name / Storage Key	Purpose
Cloudflare security & Turnstile (`__cf_bm` / form verification)	Strictly necessary edge security and anti-bot verification protecting public forms and infrastructure against automated abuse.
Authenticated CMS admin session	Encrypted session cookie issued strictly to authenticated CMS editors signing in to administer Website content; public visitors do not receive this cookie.
`hs_theme` (`localStorage`)	User-requested interface preference stored only when you actively click the light/dark theme toggle.

Analytical, Functionality & Advertising Cookies

None. We do not place analytical, performance, functionality, or advertising cookies on your device. Website traffic and Core Web Vitals are measured exclusively using cookieless Cloudflare Web Analytics.