LEON GUARDING

GDPR DATA PROTECTION POLICY

GDPR DATA PROTECTION POLICY POL10 – JAN 2026, Issue 5

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SIA APPROVED CONTRACTOR

GDPR

Data Protection Policy.

Introduction

Leon Guarding & FM Limited is committed to protecting the rights and freedoms of data subjects and safely and securely processing their data in accordance with all of our legal obligations.

We hold personal data about our employees, clients, suppliers and other individuals for a variety of business purposes.
This policy sets out how we seek to protect personal data and ensure our staff understand the rules governing their use of the personal data to which they have access in the course of their work. In particular this policy requires staff to ensure the Data Protection Officer (DPO) be consulted before any significant new data processing activity is initiated to ensure relevant compliance steps are addressed.

Background to the General Data Protection Regulation (GDPR). The General Data Protection Regulation 2016 replaces the EU Data Protection Directive of 1995 superseding the laws of individual Member States developed in compliance with the Data Protection Directive 95/46/EC. Its purpose is to protect the "rights and freedoms" of natural persons (i.e. living individuals) and to ensure personal data is not processed without their knowledge and wherever possible, it is processed with their consent.

Business Purposes
The purposes for which personal data may be used by Leon Guarding & FM Limited:
Personnel, administrative, financial, regulatory, payroll and business development purposes. Business purposes include the following:

- Compliance with our legal, regulatory and corporate governance obligations and good practice.
- Gathering information as part of investigations by regulatory bodies or in connection with legal proceedings or requests.
- Ensuring business policies are adhered to (such as policies covering email and internet use).
- Operational reasons, such as recording transactions, training and quality control, ensuring the confidentiality of commercially sensitive information, security vetting, credit scoring and checking.
- Investigating complaints.
- Checking references, ensuring safe working practices, monitoring and managing staff access to systems and facilities and staff absences, administration and assessments.
- Monitoring staff conduct, disciplinary matters.
- Marketing our business.
- Improving services.

Personal data
Means any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more

factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person. Personal data we gather may include: individuals' phone number, email address, educational background, financial and pay details, details of certificates and diplomas, education and skills, nationality, job title, and CV.

Special categories of personal data
Include information about an individual's racial or ethnic origin, political opinions, religious or similar beliefs, trade union membership (or non-membership), physical or mental health or condition, criminal offences, or related proceedings, and genetic and biometric information for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation — any use of special categories of personal data should be strictly controlled in accordance with this policy.

Data Controller
Means the natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of personal data; where the purposes and means of such processing are determined by law.

Processor
Means a natural or legal person, public authority, agency or other body which processes personal data on behalf of the controller.

Data Subject
Any living individual who is the subject of personal data held by an organisation.

Processing
Means any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

Profiling
Is any form of automated processing of personal data intended to evaluate certain personal aspects relating to a natural person, or to analyse or predict that person’s performance at work, economic situation, location, health, personal preferences, reliability, or behaviour. This definition is linked to the right of the data subject to object to profiling and a right to be informed about the existence of profiling, of measures based on profiling and the envisaged effects of profiling on the individual.

Data Subject Consent
Which he or she, by a statement or by a clear affirmative action, signifies agreement to the which he or she, by a statement or by a clear affirmative action, signifies agreement to the processing of personal data.

Third Party
A natural or legal person, public authority, agency or body other than the data subject, controller, processor and persons who, under the direct authority of the controller or processor, are authorised to process personal data.

Supervisory Authority
This is the national body responsible for data protection. The supervisory authority for our organisation is the Information Commissioners Office.

Scope
This policy and procedure apply to all Leon Guarding & FM Limited staff, who must be familiar with this policy and comply with its terms.
This policy and procedure supplement our other policies relating to internet and email use.
We may supplement or amend this policy by additional policies and guidelines from time to time. Any new or modified policy will be circulated to staff before being adopted.

Who is responsible for this policy?
As our Data Protection Officer (**DPO**), **Abid Iqbal** has overall responsibility for the day-to-day implementation of this policy. You should contact the **DPO** for further information about this policy if necessary.
DPO contact details: **07446 131794**

The principles
Leon Guarding & FM Limited shall comply with the principles of data protection (the principles) enumerated in the EU General Data Protection Regulation.
Leon Guarding & FM Limited will make every effort possible in everything we do to comply with these principles.

The principles are:
1. Lawful, fair and transparent
Data collection must be fair, for a legal purpose and Leon Guarding & FM Limited 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 Leon Guarding & FM Limited hold must be accurate and kept up to date.

5. Retention
Leon Guarding & FM Limited cannot store data longer than necessary.

6. Integrity and Confidentiality
The data Leon Guarding & FM Limited holds must be kept safe and secure.

Accountability and Transparency
Leon Guarding & FM Limited must ensure accountability and transparency in all our use of personal data.
Leon Guarding & FM Limited must show how we comply with each Principle.
Leon Guarding & FM Limited are responsible for keeping a written record of how all the data processing activities you are responsible for comply with each of the Principles.
This must be kept up to date and must be approved by the **DPO**.
To comply with Data Protection laws and the accountability and transparency Principle of GDPR, Leon Guarding & FM Limited must demonstrate compliance.
Leon Guarding & FM Limited are responsible for understanding our particular responsibilities to ensure we meet the following data protection obligations:

- Fully implement all appropriate technical and organisational measures
- Maintain up to date and relevant documentation on all processing activities
- Conducting Data Protection Impact Assessments
- Implement measures to ensure privacy by design and default, including:
- Data minimisation.
- Pseudonymisation.
- Transparency.
- Allowing individuals to monitor processing.
- Creating and improving security and enhanced privacy procedures on an ongoing basis

Our Procedures

Fair and Lawful Processing
Leon Guarding & FM Limited must process personal data fairly and lawfully in accordance with individuals' rights under the first Principle. This generally means Leon Guarding & FM Limited should not process personal data unless the individual whose details we are processing has consented to this happening.
If Leon Guarding & FM Limited cannot apply a lawful basis (explained below), our processing does not conform to the first principle and will be unlawful.
Data subjects have the right to have any data unlawfully processed erased.

Controlling vs. Processing Data
Leon Guarding & FM Limited is classified as a Data Controller and / or Data Processor.

Leon Guarding & FM Limited must maintain our appropriate registration with the Information Commissioners Office in order to continue lawfully controlling and / or processing data.
As a data processor, Leon Guarding & FM Limited must comply with our contractual obligations and act only on the documented instructions of the Data Controller. If we at any point determine the purpose and means of processing out with the instructions of the controller, we shall be considered a Data Controller and therefore breach our contract with the controller and have the same liability as the Controller.
As a Data Processor, we must:

- Not use a sub-processor without written authorisation of the Data Controller.
- Co-operate fully with the ICO or other supervisory authority.
- Ensure the security of the processing.
- Keep accurate records of processing activities.
- Notify the controller of any personal data breaches.

If you are in any doubt about how Leon Guarding & FM Limited handle data, contact the **DPO** for clarification.

Lawful basis for processing data
Leon Guarding & FM Limited must establish a lawful basis for processing data. We ensure any data we are responsible for managing has a written lawful basis approved by the **DPO**.
It is our responsibility to check the lawful basis for any data we are working with and ensure all of our actions comply the lawful basis.

At least one of the following conditions must apply whenever we process personal data:

1. Consent
We hold recent, clear, explicit, and defined consent for the individual's data to be processed for a specific purpose.

2. Contract
The processing is necessary to fulfil or prepare a contract for the individual.
3. Legal obligation
We have a legal obligation to process the data (excluding a contract).

4. Vital interests
Processing the data is necessary to protect a person's life or in a medical situation.

5. Public function
Processing necessary to carry out a public function, a task of public interest or the function has a clear basis in law.

6. Legitimate interest
The processing is necessary for our legitimate interests. This condition does not apply if there is a good reason to protect the individual's personal data which overrides the legitimate interest.

Deciding which condition to rely on

When making an assessment of the lawful basis Leon Guarding & FM Limited first established the processing necessary, ensuring the processing is a targeted, appropriate way of achieving the stated purpose.

Leon Guarding & FM Limited understands we cannot rely on a lawful basis if we can reasonably achieve the same purpose by other means.

Leon Guarding & FM Limited understands more than one basis may apply, and we relied on what is best to fit the purpose, not what is easiest.

Leon Guarding & FM Limited considered the following factors:

What is the purpose for processing the data?

• Can it reasonably be done in a different way?

• Is there a choice as to whether or not to process the data?

• Who does the processing benefit?

• After selecting the lawful basis, is this the same as the lawful basis the data subject would expect?

• What is the impact of the processing on the individual?

• Are we in a position of power over them?

• Are they a vulnerable person?

• Would they be likely to object to the processing?

• Are we able to stop the processing at any time on request, and have we factored in how to do this?

Our commitment to the first Principle required us to document this process and show we have considered which lawful basis best applies to each processing purpose, and fully justify these decisions.

Leon Guarding & FM Limited also ensured individuals whose data is being processed by us are informed of the lawful basis for processing their data, as well as the intended purpose. This occurs via a privacy notice.

This applies whether we have collected the data directly from the individual or from another source.

Special categories of personal data

What are special categories of personal data?

Previously known as sensitive personal data this means data about an individual which is more sensitive so requires more protection.

This type of data could create more significant risks to a person's fundamental rights and freedoms, for example by putting them at risk of unlawful discrimination.
The special categories include information about an individual's:

• Race.

• Ethnic origin.

• Politics.

• Religion.

• Trade union membership.

• Genetics.

• Biometrics (where used for ID purposes).

• Health.

• Sexual orientation.

In most cases where we process special categories of personal data we will require the data subject's **explicit** consent to do this unless exceptional circumstances apply or we are required to do this by law (e.g. to comply with legal obligations to ensure health and safety at work).
Any such consent will need to clearly identify what the relevant data is, why it is being processed and to whom it will be disclosed.
The condition for processing special categories of personal data must comply with the law. If we do not have a lawful basis for processing special categories of data that processing activity must cease.

Responsibilities.
• Analysing and documenting the type of personal data we hold.
• Checking procedures to ensure they cover all the rights of the individual.
• Identify the lawful basis for processing data.
• Ensuring consent procedures are lawful.
• Implementing and reviewing procedures to detect, report and investigate personal data breaches.
• Store data in safe and secure ways.
• Assess the risk that could be posed to individual rights and freedoms should data be compromised.
• Fully understanding our data protection obligations.
• Check any data processing activities we are dealing with comply with our policy and are justified.
• Do not use data in any unlawful way.
• Do not store data incorrectly, be careless with it or otherwise cause us to breach data protection laws and our policies through our actions.
• Comply with this policy at all times.

• Raise any concerns, notify any breaches or errors, and report anything suspicious or contradictory to this policy or our legal obligations without delay.

Responsibilities of the Data Protection Officer

• Keeping the Leon SMT updated about data protection responsibilities, risks and issues.
• Reviewing all data protection procedures and policies on a regular basis.
• Arranging data protection training and advice for all staff members and those included in this policy.
• Answering questions on data protection from staff, Leon SMT and other stakeholders.
• Responding to individuals such as clients and employees who wish to know which data is being held on them by us.
• Checking and approving with third parties handling the company's data any contracts or agreement regarding data processing.
• Approving data protection statements attached to emails and other marketing copy.
• Addressing data protection queries from clients, target audiences or media outlets.
• Coordinating with the **DPO** to ensure all marketing initiatives adhere to data protection laws and the company's Data Protection Policy.

Responsibilities of the IT Manager

• Ensure all systems, services, software and equipment meet acceptable security standards.
• Checking and scanning security hardware and software regularly to ensure it is functioning properly.
• Researching third-party services, such as cloud services the company is considering using to store or process data.

Accuracy and relevance

We will ensure any personal data we process is accurate, adequate, relevant and not excessive, given the purpose for which it was obtained.
We 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.
Individuals may ask we correct inaccurate personal data relating to them. If we believe information is inaccurate, we will record the fact the accuracy of the information is disputed and inform the **DPO**.

Data Security

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

Storing Data Securely

• In cases when data is stored on printed paper, it is kept in a secure place where unauthorised personnel cannot access it.
• Printed data is shredded when it is no longer needed.
• Data stored on a computer is protected by strong passwords that are changed regularly. All staff to use a password manager to create and store their passwords.

• Data stored on CDs or memory sticks is encrypted and / or password protected and locked away securely when not being used.

- The **DPO** must approve any cloud used to store data.
- Servers containing personal data are kept in a secure location away from general office space.
- Data is regularly backed up in line with the company's backup procedures.
- Data is never saved directly to mobile devices such as laptops, tablets or smartphones.
- All servers containing sensitive data are approved and protected by security software.
- All possible technical measures have been put in place to keep data secure.

Data Retention
We must retain personal data for no longer than is necessary.
What is necessary will depend on the circumstances of each case, taking into account the reasons that the personal data was obtained, but should be determined in a manner consistent with our data retention guidelines.

Transferring data internationally
There are restrictions on international transfers of personal data.
We must not transfer personal data abroad, or anywhere else outside of normal rules and procedures without express permission from the DPO.

Rights of individuals
Individuals have rights to their data which we must respect and comply with to the best of our ability.
We must ensure individuals can exercise their rights in the following ways:

Right to be informed
Providing privacy notices which are concise, transparent, intelligible and easily accessible, free of charge, written in clear and plain language.
Keeping a record of how we use personal data to demonstrate compliance with the need for accountability and transparency.

2. Right of access
Enabling individuals to access their personal data and supplementary information.
Allowing individuals to be aware of and verify the lawfulness of the processing activities.

3. Right to rectification
We must rectify or amend the personal data of the individual if requested because it is inaccurate or incomplete.
This must be done without delay, and no later than one month. This can be extended to two months with permission from the DPO.

4. Right to erasure
We must delete or remove an individual's data if requested and there is no compelling reason for its continued processing.

5. Right to restrict processing
We must comply with any request to restrict, block, or otherwise suppress the processing of personal data.

We are permitted to store personal data if it has been restricted, but not process it further. We must retain enough data to ensure the right to restriction is respected in the future.

6. Right to data portability
We must provide individuals with their data so they can reuse it for their own purposes or across different services.
We must provide it in a commonly used, machine-readable format, and send it directly to another controller if requested.

7. Right to object
We must respect the right of an individual to object to data processing based on legitimate interest or the performance of a public interest task.
We must respect the right of an individual to object to direct marketing, including profiling.
We must respect the right of an individual to object to processing their data for scientific and historical research and statistics.

8. Rights in relation to automated decision making and profiling
We must respect the rights of individuals in relation to automated decision making and profiling Individuals retain their right to object to such automated processing, have the rationale explained to them, and request human intervention.

Subject Access Requests

What is a subject access request?
An individual has the right to receive confirmation their data is being processed, access to their personal data and supplementary information which means the information which should be provided in a privacy notice.

How we deal with subject access requests
We must provide an individual with a copy of the information the request, free of charge. This must occur without delay, and within one month of receipt. We endeavour to provide data subjects access to their information in commonly used electronic formats, and where possible, provide direct access to the information through a remote accessed secure system.
If complying with the request is complex or numerous, the deadline can be extended by two months, but the individual must be informed within one month. We must obtain approval from the **DPO** before extending the deadline.
We 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, we can request the individual specify the information they are requesting. This can only be done with express permission from the **DPO**.

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

Data portability requests
We must provide the data requested in a structured, commonly used and machine-readable format. This would normally be a CSV file, although other formats are acceptable.
We must provide this data either to the individual who has requested it, or to the Data Controller they have requested it be sent to. This must be done free of charge and without delay, and no later than one month. This can be extended to two months for complex or numerous requests, but the individual must be informed of the extension within one month and you must receive express permission from the **DPO** first.

Right to Erasure
What is the right to erasure?
Individuals have a right to have their data erased and for processing to cease in the following circumstances:

• Where the personal data is no longer necessary in relation to the purpose for which it was originally collected and / or processed.

• Where consent is withdrawn.

• Where the individual objects to processing and there is no overriding legitimate interest for continuing the processing.

• The personal data was unlawfully processed or otherwise breached data protection laws.

• To comply with a legal obligation.

• The processing relates to a child.

How we deal with the right to erasure
We can only refuse to comply with a right to erasure in the following circumstances:

• To exercise the right of freedom of expression and information.

• To comply with a legal obligation for the performance of a public interest task or exercise of official authority.

• For public health purposes in the public interest.

• For archiving purposes in the public interest, scientific research, historical research or statistical purposes.

• The exercise or defence of legal claims.

If personal data that needs to be erased has been passed onto other parties or recipients, they must be contacted and informed of their obligation to erase the data. If the individual asks, we must inform them of those recipients.

The right to object

Individuals have the right to object to their data being used on grounds relating to their particular situation.

We must cease processing unless:

• We have legitimate grounds for processing which override the interests, rights and freedoms of the individual.

• The processing relates to the establishment, exercise or defence of legal claims.

We must always inform the individual of their right to object at the first point of communication, i.e. in the privacy notice. We must offer a way for individuals to object online.

The right to restrict automated profiling or decision making

We may only carry out automated profiling or decision making that has a legal or similarly significant effect on an individual in the following circumstances:

• It is necessary for the entry into or performance of a contract.

• Based on the individual's explicit consent.

• Otherwise authorised by law.

In these circumstances, we must:

• Give individuals detailed information about the automated processing.

• Offer simple ways for them to request human intervention or challenge any decision about them.

• Carry out regular checks and user testing to ensure our systems are working as intended.

Third parties

Using third party controllers and processors

As a Data Controller and Data Processor, we must have written contracts in place with any third-party Data Controllers and/or Data Processors that we use. The contract must contain specific clauses which set out our and their liabilities, obligations and responsibilities.

As a Data Controller we must only appoint Processors who can provide sufficient guarantees under GDPR and that the rights of data subjects will be respected and protected.

As a Data Processor we must only act on the documented instructions of a Controller. We acknowledge our responsibilities as a Data Processor under GDPR and we will protect and respect the rights of data subjects.

Contracts
Our contracts must comply with the standards set out by the ICO and where possible follow the standard contractual clauses which are available. Our contracts with Data Controllers and Data Processors must 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.

At a minimum, our contracts must include terms specifying:

• Acting only on written instructions.

• Those involved in processing the data are subject to a duty of confidence.

• Appropriate measures will be taken to ensure the security of the processing.

• Sub-processors will only be engaged with the prior consent of the Controller and under a written contract.

• The Controller will assist the processor in dealing with Subject Access Requests and allowing Data Subjects to exercise their rights under GDPR.

• The Processor will assist the Controller in meeting its GDPR obligations in relation to the security of processing, notification of data breaches and implementation of Data Protection Impact Assessments.

• Delete or return all personal data at the end of the contract.

• Submit to regular audits and inspections and provide whatever information necessary for the controller and processor to meet their legal obligations.

• Nothing will be done by either the controller or processor to infringe on GDPR.

Audits, monitoring and training

Data audits
Regular data audits to manage and mitigate risks will inform the data register. This contains information on what data is held, where it is stored, how it is used, who is responsible and any further regulations or retention timescales that may be relevant.

Monitoring
All Leon Guarding & FM Limited employees must observe this policy.
The **DPO** has overall responsibility for this policy.
Leon Guarding & FM Limited will keep this policy under review and amend or change it as required.
Any Leon Guarding & FM Limited employee must notify the **DPO** of any breaches of this policy.
Any Leon Guarding & FM Limited must comply with this policy fully and at all times.

Training
All Leon Guarding & FM Limited employees will receive adequate training on provisions of data protection law specific for their roles.

Reporting breaches
Any breach of this policy or of data protection laws must be reported as soon as practically possible. This means as soon as you have become aware of a breach.
Leon Guarding & FM Limited has a legal obligation to report any data breaches to the Information Commissionaires Office within 72 hours.
All members of staff have an obligation to report actual or potential data protection compliance failures. This allows us to:
• Investigate the failure and take remedial steps if necessary.

• Maintain a register of compliance failures.

• Notify the Information Commissionaires Office of any compliance failures material either in their own right or as part of a pattern of failures.

Any member of staff failing to notify of a breach or is found to have known or suspected a breach has occurred but has not followed the correct reporting procedures will be liable to disciplinary action.
Please refer to the Leon Guarding & FM Limited Quality Management System for our reporting procedure.

Failure to comply
We take compliance with this policy very seriously.
Failure to comply puts both our employees and the organisation at risk.
The importance of this policy means failure to comply with any requirement may lead to disciplinary action under our procedures which may result in dismissal.
If you have any questions or concerns about anything in this policy, do not hesitate to contact the **DPO**.

Signed: M Shahzad *Date: 31-Jan-2026*