

Summary of your Rights under Data Protection Laws

Your Rights as a Data Subject

You have the following rights under the Data Protection Laws:

- **Right to object** to processing of your personal data - You may object to us processing your personal data where we rely on a legitimate interest as our legal grounds for processing. If you object to us processing your personal data, we must demonstrate compelling grounds for continuing to do so.
- **Right of access** to personal data relating to you (known as data subject access request)
- **Right to correct** any mistakes in your personal data - You can require us to correct any mistakes in your information which we hold. If you would like to do this, please let us in writing know what information is incorrect and what it should be replaced with
- **Right to prevent** your personal data being processed;
- **Right to erasure**
- **Rights in relation to automated decision-making.** Health data may be collected from you via a digital health questionnaire to determine whether you are medically able to carry out the work you have been offered, and to assess whether any adjustments are needed to the work environment to enable you to carry out that work. We use automated software to review these questionnaires to check that applicants meet employers' minimum criteria. There is no profiling or comparison to others involved in this process, it is purely an assessment of the data that you provide to us. You have the right to ask us to review any automated decision that has been made.
- **Right to have your personal data ported to another controller.** We generally hold your data on behalf of your employer and therefore our contractual obligations lie with them. If we have entered into a contract with you directly or we have a request from your employer, we will arrange for an electronic copy of your personal data to be ported upon receiving a suitably authorised request.

Consent Withdrawal. You have the right to withdraw your consent at any time. Please note, that should you withdraw your consent, your employer or employer representative may choose to act on the information that they have to hand. Failure to provide appropriate information may also lead to our clinicians being unable to provide a medical opinion on your behalf

If you want to exercise any of your rights, please contact us (<https://www.wellnessinternational.co.uk/contact-us>).

We will respond to any rights that you exercise within a month of receiving your request, unless the request is particularly complex, in which case we will advise you within a month what our response time will be.

Please be aware that there are exceptions and exemptions that apply to some of the rights which we will apply in accordance with the Data Protection Laws.

What will happen if your rights are breached? - You may be entitled to compensation for damage caused by contravention of the Data Protection Laws.

Complaints to the regulator - It is important that you ensure you have read our Privacy Notices - and if you do not think that we have processed your data in accordance with these notices - you should let us know as soon as possible. You may also complain to the ICO. Information about how to do this is available on his website at www.ico.org.uk.

Your personal data may come to us via a referral from your employer or employer representative, or from data that we collect directly from you. We may also obtain current and historical data regarding your health from third party clinicians such as your GP, Specialist Medical Consultants and Allied Health Professionals who have been or are involved in delivering care to yourself. These third parties will not be contacted without your consent