

Source of Data	Data Subject	Data Categories Collected	Processing Purpose	Lawful Basis for Processing	Details of legitimate interest for processing, if applicable	Required by law/contract? If yes, consequences of failure to provide?	Recipient of Data, if applicable
Applications - Candidates	Candidates (Permanent and Contractor positions)	First name, last name, email address, address, telephone, work history (CV)	Conduct recruitment activities on behalf of Phaidon clients/process candidates' applications for Client roles  Conduct marketing and promotional activities aimed at attracting candidates for Client roles	Legitimate interest	Recruitment of Candidates for Client roles  Conducting marketing and promotions in relation to Phaidon commercial activities (i.e. recruitment of candidates for Client roles)	No	Third party service providers processing candidate data on behalf of Phaidon: candidate management platform, email provider, cloud storage provider, email security provider, client recruitment platforms.
Applications – potential Phaidon Employees	Applicants for employment with Phaidon	First name, last name, email address, address, telephone, work history (CV)	Conduct recruitment activities for Phaidon employees/process employment application  Conduct Marketing and promotional activities aimed at attracting Phaidon employees	Legitimate interest	Recruitment of potential Phaidon employees  Conducting marketing and promotions aimed at recruiting Phaidon employees	No	Third party service providers processing candidate data on behalf of Phaidon: applicant and employee management platform, email provider, cloud storage provider, email security provider.
Contact Us page on Phaidon website	Spontaneous applicants (candidates and potential Phaidon employees)	Name, company telephone, email address, location, address, work history (CV)	Processing spontaneous applications  Conduct marketing and promotions aimed at attracting Phaidon employees/conducting Phaidon commercial activities	Legitimate interest	Recruitment of potential Phaidon employees and/or candidates for Client roles  Conduct marketing and promotions aimed at attracting Phaidon employees/conducting Phaidon commercial activities	No	Third party service providers processing candidate data on behalf of Phaidon: applicant and employee management platform, candidate management platform, email provider, cloud storage provider, email security provider, client recruitment platforms.
Contact Us page on Phaidon website	Members of the public with general inquiries	Name, company telephone, email address, location, address	Reply to queries as received	Legitimate interest	Conducting commercial activities of Phaidon International	No	Third party service providers processing candidate data on behalf of Phaidon: email provider, cloud storage provider, email security provider.
For AI usage	Candidates (Permanent and Contract positions)	First name, last name, e-mail address, telephone, work history (CV)	Analyze data efficiently and accurately for the Recruitment process on behalf of Phaidon Clients and the to process candidates for Client roles  Enhance and improve the process	Legitimate interest	Recruitment of Candidates for Clients roles.  Enhance and improve the process	No	Third party service providers processing candidates' data on behalf of Phaidon. AI partners to assist in data analysis, Candidate management platform, email provider, cloud storage provider, e-mail security provider, client recruitment platforms