

Privacy Notice (External)

Privacy Notice

INTRODUCTION

Gillespie Macandrew LLP collects and uses personal information, including in relation to its clients and third parties whose personal information we process when providing our professional services. The purpose of this Privacy Notice is to describe how and why we collect and process this personal information.

DATA CONTROLLER

Gillespie Macandrew LLP (**we/us**) is a limited liability partnership registered in Scotland under company registration number SO300743 and having its registered office address at 5 Atholl Crescent, Edinburgh, Midlothian, EH3 8EJ. We are the Controller in relation to all Personal Data which we process

We have appointed Alan Gilfillan as our Data Protection Officer (**DPO**) to oversee our compliance with data protection laws. If you have any questions about this privacy notice or how we handle your personal information, please contact the DPO by email addressed to dataprotection@gillespiemacandrew.co.uk or by letter addressed to our registered office address, marked for the attention of the DPO.

INTERPRETATION

The following definitions apply in this document:

Applicable Data Protection laws: the UK GDPR and the Data Protection Act 2018 and all regulations made thereunder (as amended or re-enacted from time to time)

Controller a person who alone or jointly with any other person(s) determines the purposes for which and manner in which Personal Data are processed

Data Subject a natural person who is identified by or identifiable from Personal Data

EEA the European Economic Area

UK GDPR the General Data Protection Regulation (2016/679), which is available at: <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32016R0679> as it applies in the UK

Personal Data means any information relating to an identified or identifiable natural person

Processor means a person or corporation which processes personal data on behalf of the Controller

Special Categories of Personal Data Personal Data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation

ABOUT THIS PRIVACY NOTICE

This privacy notice is directed to all Data Subjects whose Personal Data we process other than our employees, workers, volunteers and members (but it does apply to candidates for any of these roles). It applies to Personal Data collected by whatever means including without limit through our website.

This Privacy Notice was last revised on the date stated at the end of the document.

On occasion we may provide more specific processing information to a Data Subject in a separate privacy notice. Where we do so, that information will prevail over the information in this document to the extent that there is any conflict.

This Privacy Notice may be updated from time to time. The latest version is published at <https://www.gillespiemacandrew.co.uk/privacy-notice/>. Please check this page for the latest version of our Privacy Notice.

Nothing in this Privacy Notice restricts our professional obligation to keep the affairs of our clients confidential.

HOW WE COLLECT PERSONAL DATA

We collect Personal Data when providing and marketing our professional services and when we undertake recruitment, this includes:

- When receiving referrals of business
- Through website contact forms and direct emails from people making enquiries with us
- When communicating with clients and suppliers (and their representatives) by telephone, in person or by email
- When undertaking customer due diligence checks
- When receiving Personal Data from other professionals (and third parties) in connection with the matters in respect of which we have been instructed
- When viewing or downloading information available from public registries, such as the register maintained by the Registrar of Companies for Scotland and the Registers of Scotland as well as other publicly available sources
- When receiving applications for vacancies and interviewing candidates for roles with the firm
- Using social media
- By taking up external references
- Automatically when visitors view our website (including by using cookies) and through automated features of virtual data rooms which we make available
- When using the services of suppliers who provide Personal Data for marketing purposes

CATEGORIES OF DATA SUBJECT

We process Personal Data in relation to our clients, their representatives and also third parties. Full details of the categories of Data Subject whose Personal Data we process are set out below.

- Our prospective, current and former clients and their employees and representatives
- Current and former members, officers and people with significant control of legal persons who are our clients
- Family members of our clients
- Users of helplines we offer
- Third parties whose data we process in connection with our professional services or when verifying beneficial ownership, source of funds or source of wealth (including persons, or representatives of natural or legal persons, who are beneficiaries of estates or trusts we are administering or who are engaged in disputes or transactions with our clients)
- Other professionals and business contacts
- Candidates for traineeships, professional, technical and support roles (whether employed or self-employed) and for partnership positions (**Candidates**)
- Suppliers and representatives of our prospective, current and former suppliers
- Visitors to our website
- Visitors to our premises
- Delegates at events we are organising
- Third parties whose data we lawfully use for marketing purposes
- Emergency contacts and family members of our employees

TYPES OF PERSONAL DATA WE PROCESS

We process the following main types of Personal Data:

Candidate Data	Work history, experience, qualifications, job title, information about disabilities and health conditions if this is disclosed by Candidates, information in business and personal social media profiles, information obtained in accordance with our Pre-Employment Screening Policy
Customer Due Diligence Data	Information collected in relation to clients, beneficial owners or transaction counterparties specifically for the purpose of complying with customer due diligence requirements in The Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017, such as copies of personal identity documents, the results of screening checks relating to anti-money laundering, anti-terrorism and sanctions and Personal Data which is gathered when verifying the source of funding for transactions or source of wealth

GILLESPIE MACANDREW

Contact Data	Names, addresses, email addresses, telephone numbers, facsimile numbers, job title, organisation
Financial Data	Payment card information, bank account and sort code numbers, records of our financial transactions with you
Identity Data	Contact Data, dates of birth, passport, driving licence and identity card numbers, national insurance numbers, tax reference numbers, copies of personal identification documents, copies of utility bills, bank statements and other documents supplying evidence of address, organisation memberships and membership numbers and signatures (including without limit where this is collected for the purposes of customer due diligence requirements under The Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017)
Incident Data	Personal Data (including Identity Data) relating to injuries occurring at our premises involving visitors
Matter Data	Information we process in connection with professional matters we are requested to assess, undertake or refer, including without limit Personal Data contained in communications, file notes, due diligence documents, company and LLP registers, evidence in connection with legal proceedings or which is collected automatically using a virtual data room not included in other categories
Marketing Data	Records of marketing preferences and requests not to process Personal Data for marketing purposes
Online Data	IP addresses and information linked to IP addresses and cookie identifiers
Supplier Data	Personal Data (including Identity Data) relating to our suppliers and/or their representatives

We process the following Special Categories of Personal Data:

- Incident Data
- Special Categories of Personal Data included in Identity Data, Matter Data or in Customer Due Diligence Data
- Special Categories of Personal Data included in Candidate Data

We may process Personal Data relating to criminal convictions which is collected as Matter Data or Customer Due Diligence Data or Candidate Data.

When the provision of Personal Data is a statutory requirement or a requirement necessary to enter into a contract

It is a legal requirement for us to verify the identity of natural persons who are our clients and the beneficial owners (and, in some cases, directors) of our corporate and trust clients. We will require production of personal identification documents, evidence of address and may require information relating to source of funding and source of wealth.

It is a requirement before entering into any contract with us to provide us with your name and address. You must also provide us with the Personal Data (if any) which is required for us to perform our services.

If you do not provide us with your Personal Data in the above circumstances, we will be unable to provide our services to you.

PURPOSE OF PROCESSING

We process Personal Data for the purpose of providing and marketing our professional services, administering our business and recruitment, more detail is set out below.

Purpose	Categories of Personal Data affected
To provide legal and other professional services	Identity Data, Contact Data, Matter Data, Financial Data
To undertake client due diligence	Identity Data
To prevent money laundering and terrorist financing	Customer Due Diligence Data, Matter Data
To provide information to users of helplines and prospective clients	Contact Data, Matter Data
To provide third parties with usage information in relation to legal helplines we operate on their behalf	Identity Data (limited to Contact Data and organisation membership number)
To procure services, receive the benefit of those services, monitor and enforce supplier agreements	Supplier Data
For credit control, time-recording, accounting, record keeping, complaints management, improving our systems and processes and other administrative purposes	Matter Data, Identity Data, Supplier Data, Financial Data
To defend against legal claims which may be made against us or our officers, employees or workers	All of the Personal Data we process
To perform conflict of interest checks	Identity Data

To comply with legal obligations generally	Candidate Data, Identity Data, Financial Data, Matter Data, Supplier Data
To comply with our professional obligations under the Law Society of Scotland's Code of Conduct	Identity Data, Financial Data, Matter Data, Supplier Data
For relationship management including explaining advice and services we have provided and direct marketing purposes	Contact Data, Matter Data, Marketing Data
To introduce business to other professionals and suppliers	Contact Data, Matter Data
To establish, exercise or defend legal claims made by or against our clients	Identity Data, Matter Data
To keep a record of your consent or request not to receive marketing information from us	Contact Data, Marketing Data
To process payments	Identity Data, Financial Data
To assess a Candidate's suitability for a position within our business	Identity Data, Candidate Data
Monitoring usage of our website to assess the success of marketing activities and to improve our website	Online Data
To make contact in cases of emergency	Contact Data (relating to emergency contacts of our employees)
To keep a record of beneficiaries of death in service and other benefits	Identity Data (relating to family members of our employees)

We will only use your personal data for the purposes for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose. If you wish to get an explanation as to how the processing for the new purpose is compatible with the original purpose, please contact us using the contact information at the end of this document.

If we need to use your personal data for an unrelated purpose, we will notify you and we will explain the legal basis which allows us to do so.

LAWFUL BASIS FOR PROCESSING

We only process Personal Data where we have a lawful basis for doing so.

Personal Data other than Special Categories of Personal Data and Personal Data relating to criminal convictions

We will process Customer Due Diligence Data to which this section applies where this is necessary for the prevention of money laundering or terrorist financing as a task which is carried out in the public interest. We may process this type of Personal Data on other legal bases permitted under Applicable Data Protection Laws.

We will process Personal Data where processing is necessary for compliance with a legal obligation.

We will process Identity Data, Matter Data and Financial Data to perform our contracts with you and/or to take steps at your request prior to entering into a contract.

We may from time to time set non-essential cookies at our websites and where we do so, we will do so only on the basis of consent.

We may request your consent to certain forms of marketing communications and where we do so, consent is the basis upon which we will process your Personal Data for that purpose. We may ask you to consent to other forms of processing from time to time and where we do, consent will be the legal basis for that processing.

Unless a processing activity relating to Personal Data is based on consent, is necessary for the prevention of money laundering or terrorist financing or for compliance with a legal obligation, we rely or also rely in carrying out that processing upon our legitimate interests. Our legitimate interests are as set out below.

Legitimate interest	Categories of Personal Data affected (in each case excluding Special Categories of Personal Data and Personal Data relating to criminal convictions)
Providing legal and other professional services	Identity Data, Matter Data, Financial Data
To undertake client due diligence	Identity Data
Providing information to users of helplines and prospective clients	Contact Data, Matter Data
Providing third parties with usage information in relation to legal helplines we operate on their behalf	Identity Data (limited to Contact Data and organisation membership number)
Procuring services, receiving the benefit of those services, monitoring and enforcing supplier agreements	Supplier Data
Carrying out credit control, time-recording, accounting, record keeping, complaints management and other administrative actions, improving our systems and processes	Matter Data, Identity Data, Supplier Data, Financial Data
Defending against legal claims which may be made against us or our officers, employees or workers	All of the Personal Data to which this section applies
Complying with our professional obligations under the Law Society of Scotland's Code of Conduct	Candidate Data, Identity Data, Financial Data, Matter Data, Supplier Data
Relationship management including explaining advice and services we have provided and direct marketing purposes	Contact Data, Matter Data, Marketing Data
Introducing business to other professionals and suppliers	Contact Data, Matter Data

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Establishing, exercising or defending legal claims made by or against our clients	Identity Data, Matter Data
Processing payments from our client account and office accounts	Identity Data, Financial Data
Recruitment	Identity Data, Candidate Data
Monitoring usage of our website to assess the success of marketing activities and to improve our website	Online Data
To make contact in cases of emergency	Contact Data (relating to emergency contracts of our employees)
To provide manage benefits provided to our employees	Identity Data (relating to family members of our employees)

Special Categories of Personal Data and Personal Data relating to Criminal Convictions

We will process Special Categories of Personal Data and Personal Data relating to criminal convictions on the basis of your explicit consent where no other legal basis for the processing is available. Other legal bases for this processing are as follows:

Lawful basis	Personal Data affected
Processing is necessary to comply with obligations arising under social security law; processing is necessary for our legitimate interest of defending legal claims which may be made against us or our officers, employees or workers	Incident Data
Processing is necessary to comply with obligations arising under employment law; processing is necessary for our legitimate interest of defending legal claims which may be made against us or our officers, employees or workers	Special Categories of Personal Data or Personal Data relating to criminal convictions included within Candidate Data
Processing is necessary for our legitimate interests in providing our legal services and for the purposes of giving legal advice; processing is necessary for our legitimate interest in establishing, exercising or defending legal claims made by or against our clients or whenever courts are acting in their judicial capacity; processing is necessary for our legitimate interest of defending legal claims which may be made against us or our officers, employees or workers; processing is necessary for any of the foregoing purposes and relates to Personal Data which is manifestly made public by the data subject	Special Categories of Personal Data or Personal Data relating to criminal convictions included within Identity Data and/or Matter Data
Processing is necessary for reasons of substantial public interest	Special Categories of Personal Data or Personal Data relating to criminal convictions included within Customer Due Diligence Data

RETENTION PERIODS

We will retain your Personal Data only for as long as is necessary to achieve the purposes (or any compatible purposes) for which it is processed. The retention period applying to Personal Data will depend upon the applicable legal and regulatory requirements, which may change over time, and also upon events occurring after the time of collection, such as the occurrence of a legal claim or the exercise of a data subject right (such as the right to request that we do not use your Personal Data for marketing purposes). If you would like to have more information about our retention periods, please contact us at dataprotection@gillespiemacandrew.co.uk.

AUTOMATED DECISION MAKING

Automated decision-making takes place when an electronic system uses personal information to make a decision without human intervention. We do not envisage that any decisions will be taken about you using solely automated means.

TRANSFERS OUTSIDE OF THE EUROPEAN ECONOMIC AREA (EEA)

We transfer or may transfer Personal Data outwith the UK where any of the following apply:

- The transfer is to a place within the EEA.
- The transfer is made to a country (and where applicable a sector) which has been determined by the UK or the European Commission prior to the UK leaving the EU to provide appropriate safeguards for the rights of Data Subjects
- The transfer is made on the basis of standard contractual clauses approved by any competent UK authority
- The transfer is necessary for the performance of our contract with you or is a step preparatory to entering into a contract with you and is taken at your request
- The transfer is necessary for the conclusion or performance of a contract with a third party which is in your interest
- The transfer is necessary for the establishment, exercise or defence of legal claims
- The transfer is necessary to protect your vital interests
- The transfer is made from a register which is open to the public or to those with a legitimate interest
- We have obtained your explicit consent to the transfer

RECIPIENTS OF PERSONAL DATA

We transfer or may transfer Personal Data to the following recipients:

Recipient or category of recipient	Categories of Personal Data affected
Our employees, officers, members, self-employed workers and interns	All of the Personal Data we process
Our clients	Identity Data, Matter Data, Financial Data
Organisations (such as trade associations) on whose behalf we are operating a legal helpline	Identity Data (limited to Contact Data and organisation membership number)
Providers of services to us, including our IT service providers, translators, insurers and our professional advisers including without limit advocates, insurance brokers, auditors and accountants	All of the Personal Data we process
Third parties with whom we are organising events	Identity Data (limited to name and organisation)
The Law Society of Scotland as our regulator	All of the Personal Data we process
Other parties to a transaction or court case and their agents	Identity Data, Matter Data, Financial Data
Courts and tribunals	All of the Personal Data we process
Advocates, expert witnesses and other professional advisers acting on the client's behalf	Customer Due Diligence Data, Identity Data, Matter Data
Business contacts	Contact Data
Public bodies including keepers of public registers, the health and safety executive and tax authorities	Identity Data, Matter Data, Contact Data (where this is included within a registrable document such as a will), Incident Data
Law enforcement agencies	All of the Personal Data we process
Awards bodies and publishers of professional directories (only with your authority)	Contact Data, Matter Data (consistent with solicitor-client confidentiality)
Media organisations and/or the public	Contact Data (limited to name, job title and organisation), Matter Data (consistent with solicitor-client confidentiality), Identity Data (limited to name and address of the property owner) included in Home Reports prepared for properties we are marketing
Successors in title to our business(es)	All of the Personal Data we process (provided this is lawful)

We may from time to time use Google Analytics to collect Online Data at our website where we have obtained consent to the setting of the relevant cookies. This involves the transfer of Online Data to

Google as a data processor. Under the terms of service of Google Analytics, we are required to draw your attention to the document 'How Google uses data when you use our partners' sites or apps' which is available at the following link:

<https://policies.google.com/technologies/partner-sites>

YOUR LEGAL RIGHTS

You have the right to:

Request access to your Personal Data (commonly known as a "data subject access request"). Subject to Applicable Data Protection Laws, this enables you to receive a copy of the Personal Data we hold about you.

Request correction of the Personal Data that we hold about you. This enables you to have any incomplete or inaccurate data we hold about you corrected, though we may need to verify the accuracy of the new data you provide to us.

Request erasure of your Personal Data. This enables you to ask us to delete or remove Personal Data where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your Personal Data where you have successfully exercised your right to object to processing (see below), where we may have processed your information unlawfully or where we are required to erase your Personal Data to comply with local law. Note, however, that we may not always be able to comply with your request of erasure for specific legal reasons which will be notified to you, if applicable, at the time of your request.

Object to processing of your Personal Data where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground as you feel it impacts on your fundamental rights and freedoms. You also have the right to object where we are processing your Personal Data for direct marketing purposes. In some cases, we may demonstrate that we have compelling legitimate grounds to process your information which override your rights and freedoms.

Request restriction of processing of your Personal Data. This enables you to ask us to suspend the processing of your Personal Data in the following scenarios: (a) if you want us to establish the data's accuracy; (b) where our use of the data is unlawful but you do not want us to erase it; (c) where you need us to hold the data even if we no longer require it as you need it to establish, exercise or defend legal claims; or (d) you have objected to our use of your data but we need to verify whether we have overriding legitimate grounds to use it.

Request the transfer of your Personal Data to you or to a third party. We will provide to you, or a third party you have chosen, your Personal Data in a structured, commonly used, machine-readable format. Note that this right only applies to automated information which you initially provided consent for us to use or where we used the information to perform a contract with you.

Withdraw consent at any time where we are relying on consent to process your Personal Data. However, this will not affect the lawfulness of any processing carried out before you withdraw your consent. If you withdraw your consent, we may not be able to provide certain products or services to you. We will advise you if this is the case at the time you withdraw your consent.

Complain to the supervisory authority in connection with our processing of your personal data. You can exercise this right by contacting the Information Commissioner's Office at <https://ico.org.uk/>.

SECURITY

We have put in place appropriate security measures to prevent your Personal Data from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed by implementing a firm-wide information management system.

Our websites may contain links to other websites of interest. However, once you have used one of these links to leave our website, you should note that we do not have any control over that other website. Therefore, we cannot be responsible for the protection and privacy of any information which you provide whilst visiting such sites and such sites are not governed by this Privacy Notice. You should exercise caution and look at the privacy notice applicable to the website in question.

CONTACT US

If you have any questions about our processing of Personal Data or would like to exercise one of your legal rights, please email us at dataprotection@gillespiemacandrew.co.uk.

Guidance on data protection law is available from the Information Commissioner's Office at <https://ico.org.uk/>.

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