



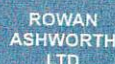
STAFF PRIVACY NOTICE

OLDHAM ATHLETIC (2004) ASSOCIATION FOOTBALL CLUB LIMITED ("**Company**") is committed to protecting the privacy and security of your personal information.

Pursuant to your contract of employment with the Company (the "**Agreement**"), you may provide to the Company, and the Company may collect from you (or via certain third parties), certain personal data (as defined in the Data Protection Act 2018, the General Data Protection Regulation ((EU) 2016/679) and the UK GDPR to the extent applicable ("**Privacy Laws**")) about you in connection with the exercise and performance of your and the Company's respective rights and obligations under the Agreement (as more particularly set out in the table below). Please note that if you do not provide the Company with certain information, the Company may not be able to fulfil certain obligations to you under the Agreement.

The Company is acting as the data controller in respect of the collection and use of your personal data (which means the Company is responsible for deciding how it uses your personal data). At all times, the Company will act in accordance with its obligations under the Privacy Laws.

Type of data and purposes for using this data	Who is this shared with and why?	What are the Company's legal grounds for using this data?
<u>Basic Information</u> This might include your name, email address, address, telephone number, date of birth, gender, next of kin details, photographs, emergency contact details, driving licence, passport details. <u>Why is this used?</u> The Company may use this data to fulfil its obligations to you under the Agreement, including: - for the purposes of communicating with you during the Term; - facilitating your UK and overseas travel and accommodation; - maintaining internal records; and - to contact next of kin/family in the event of your illness or injury.	- The Company's Board; and - Service providers such as insurance companies, hotel and travel providers, solely to the extent necessary to help administer the Agreement. In each case, this data is shared for the purposes of the Company performing its obligations or exercising its rights in connection with the Agreement.	Necessary for the performance of the Agreement. Necessary for a legal obligation to which the Company is subject.
<u>Financial/tax information</u> Including your bank or payment card details, salary, pension and other payment details, National Insurance number, tax status information, together with certain basic contact information referred to above.	The Company may share this information with any of the following: HM Revenue and Customs for tax purposes;	Necessary for the performance of the Agreement.



Oldham Athletic AFC

Boundary Park, Furtherwood Road, Oldham, Greater Manchester, OL1 2PB



Telephone: 0161 785 5151 Email: Enquires@OldhamAthletic.co.uk	Registered in England 4989487 VAT Registration Number 831 8971 04	
<u>Why is this used?</u> The Company will use this data to fulfil its obligations to you under the Agreement, including for the purposes of paying your salary and other monies and expenses payable to you under the Agreement and deducting tax and National Insurance contributions (if applicable).	• The Company's pension provider; • The Company's insurers; and • The Company's board and shareholders. In each case, this information will be shared with the above third parties to the extent necessary for the Company to fulfil its obligations to you in connection with making payments to you under the Agreement or making necessary deductions and contributions.	Necessary for a legal obligation to which the Company is subject.
<u>Medical records</u> Including those obtained through your certification in relation to a period of sickness absence, as well as any appointments with third party healthcare specialists to whom you are referred. These records will contain "special categories" of data, as defined in the Privacy Laws, which require an additional level of protection. <u>Why is this used?</u> The Company uses this data to fulfil its duty of care to you in relation to your health and well-being, including managing periods of absence, verifying and paying sick pay and complying with health and safety obligations. The Company may also use this information as part of any grievance or disciplinary process where relevant.	The Company may share these records with external medical, dental and welfare practitioners to whom you are referred by the Company for treatment or support and as may be reasonably necessary within the Company for administration purposes. The Company may also share these records with disciplinary panels as part of any disciplinary or grievance process.	Necessary for the performance of the Agreement. Necessary for a legal obligation to which the Company is subject.

In addition to the above, there may be additional processing and disclosure requirements from time to time for which the Company will be required to obtain your consent.

The Company may also be required to disclose your personal data for the following purposes:

- If the Company is required to do so by law or pursuant to a binding regulatory request (in such circumstances, such disclosure will at all times be solely to the extent required by law or the applicable regulatory request);



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ENTWISTLE

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- To the Company's legal and other professional advisors, subject in each case to suitable obligations relating to security and confidentiality of your information;
- The Company may be required to disclose your personal data to a prospective purchaser of shares or assets of the Company. In such circumstances, it will only do so to the extent permitted by the Privacy Laws; and
- For the purposes of enforcing the terms of the Agreement, or to investigate any potential breaches.

Security and retention of personal data

The Company has adopted strict security processes, in accordance with good industry practice, to prevent the unauthorised access to, or disclosure of, your personal data. In addition, the Company also limits access to personal information to those employees, agents, consultants and other third parties on a need-to-know basis (in connection with the Agreement), and subject in each case to suitable obligations relating to security and confidentiality of your information. Notwithstanding the Company's implementation of these policies, please note that the Company cannot guarantee the security of any data that you send to the Company via the internet or which is collected using online devices/tracking technology.

The Company will retain your personal data only for as long as is strictly necessary for the purposes for which such data was originally collected, being the term of the Agreement (or for such longer period as may be required by law, including in connection with any tax or medical related obligations to which it is subject).

International data transfers

It may be necessary for the Company to transfer your personal data to third parties (such as hotels and third-party service providers) who are located in countries outside of the European Economic Area ("EEA"). These countries may not have as comprehensive data protection standards as in the UK and the EEA. In each case, the Company will not transfer your data outside of the EEA unless the Company has a legal justification for doing so and where required to do so, the Company has ensured that all adequate protections are in place in respect of the processing of such data outside of the EEA. If you require more information about these international transfers of data, please contact Donna Worthington, donna.worthington@oldhamathletic.co.uk and, where relevant, you are entitled to see a copy of any safeguards which the Company has put in place.

Your rights

In certain situations, you are entitled to: (i) request access to a copy of your personal data; (ii) request that the Company corrects your personal data; (iii) request that the Company erases your personal data; (iv) object to processing of your personal data where the Company is relying on a legitimate interest; (v) request the restriction of processing of your personal data; (vi) request the transfer of your personal data to a third party; or (vii) where you have provided your consent to certain of the Company's processing activities, in certain circumstances, you may withdraw your consent at any time (but please note that the Company may continue to process such personal data if it has legitimate legal grounds for doing so).

Please note that in certain limited circumstances, the Company may be able to charge a reasonable fee if your request is excessive or unfounded.

In addition to the above, you also have a right to complain to the Information Commissioner's Office if you are concerned about the way the Company is handling your personal data.

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Changes to this Data Protection Notice

The Company may update this notice at any time, and will provide you with a new notice when any substantial changes are made. the Company may also notify you in other ways from time to time about the processing of your personal information.

If you have any questions about this Data Protection Notice, please contact Donna Worthington, donna.worthington@oldhamathletic.co.uk.

I, Callum Hodgson (your name), acknowledge that on 10/08/26 (date), I received a copy of this Data Protection Notice and that I have read and understood it.

Signature

Name (printed)

CALLUM HODGSON

Approved by: D.Worthington

18th June 2024



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