



# PRIVACY POLICY

Surge Yachting Ltd (trading as Surge Crew) is committed to protecting your personal data.

This Privacy Policy explains how we collect, use, store, and protect your personal information in accordance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

## 1. WHO WE ARE

Surge Yachting Ltd (Company No. 16952788), trading as Surge Crew, is a yacht crew recruitment and placement business.

Registered office: 32 Ashley Park, Ashley Heath, Ringwood, BH24 2HB, United Kingdom.

Contact email: [crew@surgeyachting.com](mailto:crew@surgeyachting.com).

Surge Yachting Ltd is the data controller responsible for your personal data.

## 2. PERSONAL DATA WE COLLECT

We may collect personal data including contact details, CVs, qualifications, certification, employment history, references, and other information relevant to recruitment and placement.

We may collect personal data directly from individuals or via referrals, publicly available sources, or professional networks.

## 3. HOW WE USE YOUR DATA

Personal data is used for recruitment and placement purposes, including:

- Assessing suitability for roles
- Introducing candidates to clients
- Communicating with candidates and clients
- Maintaining recruitment records
- Complying with legal and regulatory obligations

We also use cookies and analytics tools to improve website performance and user experience (see our Cookie Policy).

## 4. LAWFUL BASIS FOR PROCESSING

We process personal data based on legitimate interests in providing recruitment services, contract where processing is necessary to fulfil a recruitment or placement agreement, consent where applicable, and legal obligations.

## 5. DATA SHARING

Personal data may be shared with yacht owners, captains, management companies, and trusted third-party service providers where necessary for recruitment and placement purposes.



Personal data will only be shared where necessary and relevant to recruitment activities.

## **6. DATA RETENTION**

Personal data is retained only as long as necessary for recruitment purposes and is typically reviewed after 24-36 months. Data is securely deleted when no longer required.

## **7. INTERNATIONAL DATA TRANSFERS**

Due to the international nature of the yachting industry, personal data may be transferred outside the United Kingdom or European Economic Area.

Where this occurs, Surge Crew will ensure that appropriate safeguards are in place to protect personal data in accordance with UK GDPR.

## **8. YOUR RIGHTS**

Under UK GDPR, you have the right to:

- Access your personal data
- Request correction of inaccurate or incomplete data
- Request erasure of your data where appropriate
- Restrict or object to processing
- Request transfer of your data (data portability)
- Withdraw consent at any time (where processing is based on consent)

To exercise any of these rights, please contact [crew@surgeyachting.com](mailto:crew@surgeyachting.com).

## **9. DATA SECURITY**

We take appropriate technical and organisational measures to protect personal data against unauthorised access, loss, misuse, or disclosure.

## **10. COMPLAINTS**

If you have concerns about how your data is handled, please contact us at [crew@surgeyachting.com](mailto:crew@surgeyachting.com).

You also have the right to complain to the Information Commissioner's Office (ICO).

## **11. UPDATES TO THIS POLICY**

The latest version of this Privacy Policy will always be available on our website or on request.