

Apple Technical Recruitment (UK) Limited – Client Candidate Terms and Conditions (Permanent & Fixed-Term Placements)

Date Last Updated: 10/2026

1. Scope and Service Overview

- Apple Technical Recruitment (UK) Limited ("the Agency", "we", "us") provides recruitment agency services to candidates seeking employment opportunities ("you", "Client Candidate").
- "Client Candidate" – Individuals that engage with Apple Technical Recruitment (UK) Limited to undertake recruitment activity on their behalf. This recruitment activity includes traditional candidate job seeking opportunities.
- The Agency operates as an Employment Agency as defined under the Conduct of Employment Agencies and Employment Businesses Regulations 2003. Our services are free of charge to Client Candidates. Under no circumstances will we charge you a fee for finding or attempting to find you employment opportunities.
- By submitting your CV, applying for a job, replying to our communications, or engaging with our recruitment services, you accept and agree to be bound by these Candidate Terms and Conditions and our Privacy Policy (A link to which can be [found here](#) and on our Website – www.appletechrecruit.co.uk)

2. Representation and Client Candidate Obligations

- *Accuracy of Information:* You warrant that all information, CV details, work history, references, and qualifications you provide to the Agency are accurate, complete, and true to the best of your knowledge.
- *Right to Work:* You confirm that you hold the legal right to work in the United Kingdom (or the relevant jurisdiction for the role).
- *Representation Authorisation:* We will obtain your consent before submitting your CV or personal details to any prospective Client Companies/employer.

3. Data Protection and Privacy (UK GDPR)

- *Data Controller:* The Agency acts as a Data Controller in respect of your personal data under the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.
- *Processing Purpose:* We collect, process, and retain your personal data (including but not limited to contact information, CV details, employment information, correspondence, work eligibility [processed only with permission; we do not undertake Right to Work checks], and interview notes) strictly for the purpose of matching you with prospective employers and facilitating recruitment processes.
- *Third-Party Disclosure:* Your personal data will only be shared with prospective Client Companies/employers with your prior knowledge or consent. The only exception to this is suppliers that Apple Technical Recruitment uses that are Data Processors for example IT/ATS Database software.

- *Data Retention:* We retain your Client Candidate profile and personal data for a period of 2 years after the latest application, meaningful contact with us, or the date we last provided recruitment services to you, whichever is later, as part of our talent pool or until you request its erasure. We will only retain your data beyond the 2-year period at your request to remain in our talent pool, or where required by law. At the end of the retention period, we delete or anonymise your data unless specific records remain necessary to meet a legal obligation, contractual obligation, financial reporting/recording or establish, exercise, or defend legal claims. In those circumstances, we retain only the information needed for as long as that reason applies.
- *Your Rights:* Under UK data protection laws, you have the following rights regarding your personal data:
 - Right to Access: Request a copy of the personal data we hold about you.
 - Right to Rectification: Request correction of inaccurate or incomplete data.
 - Right to Erasure: Request deletion of your personal data where there is no ongoing legal basis for us to retain it.
 - Right to Restrict or Object: Object to or restrict our processing based on legitimate interests.
 - Right to Withdraw Consent: Where processing relies on your consent, you may withdraw it at any time.

To exercise any of these rights, please contact our DPO at jess@appletechrecruit.co.uk.

- For full details on how we handle your personal data, please review our full Privacy Policy (A link to which can be [found here](#) and on our Website – www.appletechrecruit.co.uk)

4. Liability Position

- While the Agency uses reasonable endeavors to secure suitable permanent or fixed-term positions for candidates, we do not guarantee that an introduction or interview will lead to an offer of employment or engagement.
- The Agency accepts no liability for any loss, damage, or disappointment arising from a Client Company/employer's decision not to offer employment, or from the cancellation/rescinding of an offer by an employer.
- The ultimate employment contract for any role secured will be strictly between you and the hiring company/Client Company/employer.
- In conclusion and for complete clarity, the agency holds no liability in respect of any legal claims. The agency will be working in good faith to deliver upon all the Terms and Conditions contained in this document.

5. Confidentiality

- You agree to keep confidential all non-public information received from the Agency or prospective employers/Client Companies/hiring companies during the recruitment process, including but not limited to business operations, trade secrets, job descriptions, pay scales, and interview details.

6. Governing Law

- These Terms and Conditions are governed by and construed in accordance with the laws of England and Wales (or Scotland/Northern Ireland, as applicable), and are subject to the exclusive jurisdiction of the UK courts.

7. Updates to this Policy

- We reserve the right to update these Terms and Conditions at any time to reflect changes in legal requirements or our business operations. Any updates will be published on our website and links included in correspondence with a revised "Date Last Updated" included in the Terms & Conditions. Where significant changes are made, we may notify you directly via email or our other communication channels.