

Introduction

MIDA Civil Engineering Ltd is committed to conducting its business in accordance with all applicable data protection laws and regulations, and in line with the highest standards of ethical conduct.

This *policy* details expected behaviours of our employees and third parties in relation to the collection, use, retention, transfer, disclosure, and destruction of any personal data belonging to our customers and staff (i.e., the *Data Subject*) and irrespective of the media used to store the information.

Personal data is any information (including opinions and intentions) which relates to an identified or *Identifiable Natural Person*. Personal data is subject to certain legal safeguards and other regulations, which impose restrictions on how organisations' may process personal data.

An organisation that handles personal data and makes decisions about its use is known as a *Data Controller*. *MIDA Civil Engineering Ltd*, as a *Data Controller*, is responsible for ensuring compliance with the data protection requirements outlined in this *policy*.

Non-compliance may expose us to complaints, regulatory action, fines and/or reputational damage.

The organisation's leadership is fully committed to ensuring continued and effective implementation of this *policy* and expects all employees and third parties to share in this commitment.

Any breach of this *policy* will be taken seriously and may result in disciplinary action or business sanction.

The organisation is registered as a *Tier 2 Data Controller* with the *Information Commissioner's Office (ICO)* which is currently renewed on a 4-yearly basis.

Scope

1. This *policy* applies to all *MIDA Civil Engineering Ltd* entities where a *data subject's* personal data is processed:
 - in the context of the business activities of the *MIDA Civil Engineering Ltd* entity
 - for the provision or offer of goods or services to individuals (including those provided or offered free-of-charge) by *MIDA Civil Engineering Ltd*
 - to actively monitor the behaviour of individuals
2. Monitoring the behaviour of individuals includes using data processing techniques such as persistent web browser cookies or dynamic IP address tracking to profile an individual with a view to:
 - taking a decision about them
 - Analysing or predicting their personal preferences, behaviours, and attitudes
3. This *policy* applies to all processing of personal data in electronic form (including electronic mail and documents created with word processing software), or where it is held in manual files that are structured in a way that allows ready access to information about individuals.

4. This *policy* has been designed to establish a baseline standard for the processing and protection of personal data by all *MIDA Civil Engineering Ltd* employees. Where national law imposes a requirement that is stricter than that imposed by this *policy*, the requirements in national law must be followed. Furthermore, where national law imposes a requirement that is not addressed in this *policy*, the relevant national law must be adhered to.
5. The protection of personal data belonging to *MIDA Civil Engineering Ltd* employees is not within the scope of this *policy*.
6. The *Data Protection Officer (DPO)* is responsible for overseeing this *policy* and, as applicable, developing related policies and privacy guidelines. *DPO* within our organisation is: *Daniel Doyle (Finance Director)*.
7. Please contact the *DPO* with any questions about the operation of this *policy*, or if you have any concerns that this *policy* is not being or has not been followed. In particular, you must always contact the *DPO* if you:
 - Are unsure of the lawful basis which you are relying on to process personal data (including the legitimate interests used by the *Company*).
 - Need to rely on consent and/or need to capture explicit consent.
 - Need to draft *Privacy Notices* or *Fair Processing Notices*.
 - Are unsure about the retention period for the personal data being processed.
 - Are unsure about what security or other measures you need to implement to protect personal data.
 - Are aware that there has been a personal data breach.
 - Are unsure on what basis to transfer personal data outside the organisation.
 - Need any assistance dealing with any rights invoked by a *Data Subject*.
 - Engaging in a significant new or change in processing activity which is likely to require a *Data Protection Impact Assessment (DPIA)*, or plan to use personal data for purposes others than what it was collected for.
 - Plan to undertake any activities involving automated processing, including profiling or automated decision-making.
 - Need help complying with applicable law when carrying out direct marketing activities; or if you need help with any contracts or other areas in relation to sharing personal data with third parties (including our vendors).

Policy

Governance

1. Policy Dissemination and Enforcement

The management team of *MIDA Civil Engineering Ltd* must ensure that all our employees responsible for the processing of personal data are aware of and comply with the contents of this *policy*. In addition, we will make sure all third parties engaged to process personal data on their behalf (i.e., their data processors) are aware of and comply with the contents of this *policy*. Assurance of such compliance must be obtained from all third parties, whether companies or individuals, prior to granting them access to personal data controlled by *MIDA Civil Engineering Ltd*.

2. Data Protection by Design

To ensure that all data protection requirements are identified and addressed when designing new systems or processes, and/or when reviewing or expanding existing systems or processes, each of them must go through an approval process before continuing.

MIDA Civil Engineering Ltd must ensure that a Data Protection Impact Assessment (DPIA) is conducted, for all new and/or revised systems or processes for which it has responsibility. *MIDA Civil Engineering Ltd* should consult with a data protection subject matter expert during the course of completing the *DPIA*. The subsequent findings of the *DPIA* must then be submitted to the senior risk office for *MIDA Civil Engineering Ltd* for review and approval. Where applicable, the external Information Technology (IT) support, as part of its IT systems and application design review process, will cooperate with the data protection subject matter expert to assess the impact of any new technology uses on the security of personal data.

3. Compliance Monitoring

To confirm that an adequate level of compliance is being achieved by *MIDA Civil Engineering Ltd* in relation to this *policy*, we will carry out a documented *annual data protection compliance audit*.

Each audit will, as a minimum, assess compliance with this *policy* and the operational practices in relation to the protection of personal data, including:

- The assignment of responsibilities
- Raising awareness
- Training of Employees
- Adequacy of organisational and technical controls to protect personal data
- Records management procedures (including data minimisation)
- Adherence to the qualified rights of the Data Subject
- Privacy by design and default
- Consent for direct marketing
- Personal data transfers
- Personal data incident management (including personal data breaches)
- Personal data complaints handling
- The currency of data protection policies and privacy notices
- The accuracy of personal data being stored
- The conformity of data processor activities
- The adequacy of procedures for redressing poor compliance

Any major deficiencies identified will be reported to and monitored by the DPO and *senior management team*.

Principles

1. Data Protection

MIDA Civil Engineering Ltd has adopted the following principles to govern its collection, use, retention, transfer, disclosure, and destruction of personal data.

PRINCIPLE	DEFINITION
PRINCIPLE 1: Lawfulness, Fairness and Transparency	Personal data shall be processed lawfully, fairly and in a transparent manner in relation to the <i>Data Subject</i> . This means that we must tell the <i>Data Subject</i> what processing will occur (transparency), the processing must match the description given to the <i>Data Subject</i> (fairness), and it must be for one of the purposes specified in the applicable <i>Data Protection Regulations</i> (lawfulness).
PRINCIPLE 2: Purpose Limitation	Personal data shall be collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes. This means that we must specify exactly what the personal data collected will be used for and limit the processing of that personal data to only what is necessary to meet the specified purpose.
PRINCIPLE 3: Data Minimisation	Personal data shall be adequate, relevant, and limited to what is necessary in relation to the purposes for which they are processed. This means that we must not store any personal data beyond what is strictly required.
PRINCIPLE 4: Accuracy	Personal data shall be accurate and kept up to date. This means that we must have in place processes for identifying and addressing out-of-date, incorrect, and redundant personal data.
PRINCIPLE 5: Storage Limitation	Personal data shall be kept in a form which permits identification of <i>Data Subjects</i> for no longer than is necessary for the purposes for which the personal data is processed. This means that we must, wherever possible, store personal data in a way that limits or prevents identification of the <i>Data Subject</i> .
PRINCIPLE 6: Integrity & Confidentiality	Personal data shall be processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing, and against accidental loss, destruction, or damage. <i>MIDA Civil Engineering Ltd</i> must use appropriate technical and organisational measures to ensure the integrity and confidentiality of personal data are always maintained.

2. Accountability

The *Data Controller* shall be responsible for, and be able to demonstrate, compliance. This means *MIDA Civil Engineering Ltd* must demonstrate that the six *Data Protection Principles* (outlined above) are met for all personal data for which it is responsible.

3. Data Collection

Personal data should be collected only from the *Data Subject* unless one of the following applies:

- The nature of the business purpose necessitates collection of the personal data from other persons or bodies.
- The collection must be carried out under emergency circumstances to protect the vital interests of the *Data Subject* or to prevent serious loss or injury to another person.
- If personal data is collected from someone other than the *Data Subject*, the *Data Subject* must be informed of the collection unless one of the following apply:
 - the *Data Subject* has received the required information by other means
 - the information must remain confidential due to a professional secrecy obligation
 - a national law expressly provides for the collection, processing, or transfer of the personal data.

Where it has been determined that notification to a *Data Subject* is required, notification should occur promptly,



Signed:

Date: 23rd February 2026

James Brown

Regional Managing Director