

Policy Title: TTS Data Protection Policy

(Relevant to Staff, Students and Parents of Students)



1. General Statement

- 1.1 TTS undertakes, in its data management policies and practices, to observe the spirit of data protection laws, and is committed to full implementation and compliance with the requirements of the Personal Data Protection Act 2012. TTS has issued Data Protection Guidelines to its staff to provide guidance on the collection, use, disclosure and processing of personal data of its staff, students, parents, alumni, and prospective students and employees of TTS.
- 1.2 TTS may from time to time update this Data Protection Policy to ensure that it is consistent with our growth, industry trends, and/or changes in the law.

2. Collection of Personal Data

- 2.1 TTS generally collects personal data through the TTS website, TTS Portal, application forms, surveys, and/or other channels (including in the course of an individual's interaction with TTS, including as a participant in various activities associated with delivering the mission of TTS, its related entities or affiliates).
- 2.2 The types of personal data collected may include, but are not limited to:
 - 2.2.1 Personal information such as name, NRIC/FIN/Passport number, date of birth, marital status, gender;
 - 2.2.2 Contact information such as postal addresses, email addresses, telephone and fax numbers;
 - 2.2.3 Past and present employment information such as company name, company type, sector, designation, business telephone and fax numbers;
 - 2.2.4 Past and present academic qualifications such as schools attended, courses of study, period of study and academic results;
 - 2.2.5 Billing information, including name of the credit/debit cardholder, credit/debit card number, security code and expiry date;
 - 2.2.6 Images, including photographs, videos, film or illustrations;
 - 2.2.7 Bank details.
- 2.3 The individual will be informed explicitly prior to or upon collection, of the purposes for which the personal data are to be collected and the parties to whom the data may be transferred, the right of the individual to request access to and correction of such personal data, and the contact details of the TTS Data Protection Officer.

Policy Title: TTS Data Protection Policy

(Relevant to Staff, Students and Parents of Students)

3. Purposes for which Personal Data is Collected, Used and Disclosed

- 3.1 TTS will collect, use and disclose personal data only for reasonable purposes, with notification to the individual concerned where applicable. TTS may collect, use and disclose any personal data provided for the following purposes, including, but not limited to:
- 3.1.1 employment-related purposes (appointment administration, human resource management including payroll, leave and benefits administration, review and disciplinary matters and staff development);
 - 3.1.2 enrolment-related purposes (admission assessment, registration, planning of curricula, communication with student and parents, provision of references, pastoral care, meal planning, disciplinary matters, extracurricular activities and provision of healthcare services);
 - 3.1.3 alumni communications;
 - 3.1.4 conducting of statistical studies and analyses;
 - 3.1.5 promotional and marketing purposes relating to TTS and carefully selected third parties (including TTS' related entities and affiliates) and their activities and events;
 - 3.1.6 outreach and engagement in support of TTS, its mission and community, whether conducted by TTS, its related entities or appointees (including the fundraising activities of Tanglin Trust School Foundation Limited); and
 - 3.1.7 all other matters relating to the mission, function or operation of TTS as TTS may consider to be necessary or appropriate.
- 3.2 Without the consent of the individual, TTS will not use the personal data for any purpose other than the purpose for which the personal data was originally collected.
- 3.3 Where consent has been given by the individual concerned, TTS may contact that individual concerning the promotion and marketing of matters as envisaged in Clause 3.1.5 by post, email, SMS, telephone, fax and any other means of communication.
- 3.4 TTS may disclose personal data collected for the purposes above to the following persons:
- 3.4.1 any person participating in outreach and engagement activities in support of TTS, its mission and community, whether conducted by TTS, its related entities, affiliates or appointees (including participants in fundraising activities of Tanglin Trust School Foundation Limited);
 - 3.4.2 any person to whom TTS is compelled or required to do so under law or in response to a request by a government agency, or where the public interest or TTS' interests so require;
 - 3.4.3 any third party (1) service or product provider providing services to TTS or (2) seeking academic references, in each case whether in Singapore or overseas and as TTS may determine to be necessary or appropriate;

Policy Title: TTS Data Protection Policy

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- 3.4.4 any persons as considered by TTS to be necessary or appropriate in order to support the enrolment and education of students with TTS as well as for the operation of TTS.

4. Accuracy and Duration of Retention of Personal Data

- 4.1 All reasonably practicable steps will be taken to ensure that personal data held by TTS is accurate, complete and kept up to date, particularly if the personal data is to be used to make a decision that affects the individual to whom the personal data relates or likely to be disclosed by TTS to another organisation.
- 4.2 Personal data shall not be retained for longer than is necessary for legal, business or record purposes. TTS will ensure that when obsolete information is destroyed that it is done so appropriately and securely.

5. Protection of Personal Data

- 5.1 All reasonably practicable steps will be taken to ensure that personal data held by TTS are protected against unauthorized or accidental access, collection, use, disclosure, copying, modification, disposal or similar risks. TTS will ensure that clear and robust safeguards are in place to protect personal data, irrespective of the format in which it is recorded.

6. Transfer of Personal Data

- 6.1 Personal data will not be transferred to a country or territory outside Singapore unless that country or territory ensures a comparable level of data protection, in accordance with the requirements prescribed under the Personal Data Protection Act 2012.

7. Access and Correction

- 7.1 An individual has the right to make a request to access and/or correct the personal data held about them by TTS. The individual will be notified of the outcome as soon as reasonably practicable, and will be given a reason if a request is refused.
- 7.2 For access to personal data being held by TTS, or to update and/or correct the personal data previously provided, please write to:

TTS Data Protection Officer
Tanglin Trust School Ltd
[Email: DataProtection@tts.edu.sg](mailto:DataProtection@tts.edu.sg)

- 7.3 TTS reserves the right to charge a minimal fee for the processing of any data access request.

8. Withdrawal of consent

- 8.1 On giving reasonable notice to TTS, an individual may at any time withdraw any consent given, or deemed to have been given under the Personal Data Protection Act 2012.

Policy Title: TTS Data Protection Policy

(Relevant to Staff, Students and Parents of Students)

- 8.2 Within reasonable time from receipt of notice from the individual, TTS will inform the individual of the likely consequences of withdrawing his consent.
- 8.3 TTS will not prohibit an individual from withdrawing his/her consent to the collection, use or disclosure of personal data about the individual, although this does not affect any legal consequences arising from such withdrawal.
- 8.4 Upon withdrawal of consent, TTS will cease and cause its data intermediaries and agents to cease collecting, using or disclosing the personal data, as the case may be, unless the collection, use or disclosure of the personal data without the consent of the individual is required or authorised under the Data Protection Act 2012 or any written law.

9. Enquiries

For enquiries on our data protection policy, please write to:

TTS Data Protection Officer
Tanglin Trust School Ltd
[Email: DataProtection@tts.edu.sg](mailto:DataProtection@tts.edu.sg)

TTS reserves the right to change this policy without notice.