**Exercise: Is There a Lawful Reason to Process?**

Look at the following scenarios and allocate the lawful reason a company would have for processing an employee’s information:

**Lawful Reasons may be:**

* Not Required
* Consent
* Contract
* Legal obligation
* Legitimate interest
* Task in the public interest
* Protect vital interest

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| **Scenario** | **Lawful Reason** |
| Wayne has received his first pay packet in his newly promoted position as Manager. He was pleased to see that HR had updated his information and his pay rise had come through on time. |  |
| Janet had to provide proof of her ‘right to work’ document before the finance company she was applying for a job with would consider her job application. |  |
| Karen has been knocked unconscious at work. However, before she can be treated the doctor has asked for her medical history. |  |
| A Manager has asked Scott to publish a photo of himself at a work charity event on the company’s website. |  |
| Bridget has a potential job offer. She has been asked to provide the new employer with the names of three referees.  |  |
| Russell has lost his security pass. IT have issued another pass which tracks the department that is accessing the building.  |  |
| Annette actively promotes diversity in the workforce and has established a support network in place for employees with disabilities.  |  |