

INTRODUCTION

As a business and employer we have to comply with the General Data Protection Regulation from 25 May 2018 which replaces the Data Protection Directive 1995.

The aim of the Act primarily is to give control to citizens and residents over their personal data and to simplify the regulatory environment.

JKP have taken the necessary steps to deal with GDPR and are fully aware of the content and implications. Data held by JKP as a Data Controller may include business and trading names and addresses, phone numbers email and social media contact information for accounting, invoicing, licensing and hardware registration, installation and renewal. Also for associated business and marketing activities. In this respect the company will request the following from employees.

OPTING IN AND OUT

Consent from each individual for their images, principally those currently taken for CV's or the company website, to continue to be used in marketing and day to day running of the business. We ask that each person positively opts in to this condition and this request is clearly marked on the JKP058 Induction List for new staff. Existing staff have signed request forms which are kept in their confidential and password protected HR staff folders. It is made clear to all staff that withdrawal of their consent will be actioned without detriment or penalty via an email to the Data Security Officer. JKP 058 is reviewed annually as part of the QA controlled documents review.

Consent is requested from each individual for consent to hold their personal data in secure password protected folders on the server. In the case of payroll information we share this with our payroll providers MGB Accountants (all emailed data is password protected) and HMRC and store any relevant emails or correspondence in a secure folder on the server and in the secure paper records held under conditions described above. Passwords are stored in secure Directors only folder.

Consent is requested from each individual that their phone number and that of an emergency contact is held in the office for all staff to see and/or use in case of emergency. This consent can be withdrawn via email to the DSO without detriment or penalty.

All staff paper records will be confidentially shredded one year after leaving employment unless otherwise requested.

EMAIL SYSTEM

JKP utilise Office 365 (using a user name and password for each individual) which means that data is encrypted at rest (email messages and attachments that are stored in folders in individual's Office 365 mailbox) and in transit (messages that are in the process of being delivered). Data is in transit whenever a user's device is communicating with an Office 365 server, or when an Office 365 server is communicating with another server) using several strong encryption protocols and technologies including transport layer security/secure sockets layer, internet protocol security and advanced encryption standard. Any end user device connected to an Office 365 mailbox can be remotely wiped ensuring data from unauthorised locations from any endpoint device containing personal and contact information is removed.

COMPUTER SECURITY

JKP outsource IT to System Force, Brearley Place, Baird Road, Gloucester GL2 2GB who have full control of the system and Cyber Security, Cloud based storage and full I.T. Support and

Voice over IP systems. All email addresses related to JKP are audited every two months by means of an email listing all related accounts for deletion/inclusion.

WEBSITE CONTACT FORM

Under Microsoft compliance this information is held for 7 – 14 days in 'Deleted', taking 30 days to recover and then permanently deleted

IP ADDRESSES

JKP operates a secure Windows server controlled VPN connection with active directory user name and password control – see above

GDPR COMPLIANCE

Jones King Partnership Limited is registered on the ICO website.

Signed **Paul Hibbert (Data Security Officer)** Date **September 2023**