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## HOW WE IMPLEMENT WITHIN OUR COMPANY THE NEW REGULATIONS ON THE PROTECTION OF PERSONAL DATA

### What is the General Data Protection Regulation?

It is the normative act that encompasses the new regulations adopted at the level of the European Union on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (EU Regulation 2016/679).

### Why is the General Data Protection Regulation important?

Because it applies to all organizations that process personal data.

### What changes does the General Data Protection Regulation bring to the current legislation?

The new regulation imposes new rules on the processing of personal data and **severe sanctions (up to 10 million euros, but no more than 2% of the global turnover, reaching 20 million euros in some cases, but no more than 4% of the global turnover)**, in case of violation of the legal provisions on the processing of personal data.

The main changes brought by the **General Data Protection Regulation, at an internal level:** \_\_\_\_

- Records of personal data processing actions
- Appointment of a Data Protection Officer
- Promoting the security of processed data, **as a principle**
- New rules on contracts with data processors
- The obligation to assess the impact on personal data

The main changes brought by the **General Data Protection Regulation in relation to data subjects are:**

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- New obligations to inform them about their rights
- Changes regarding the consent on the basis of which the data are processed
- New rights of individuals - the right to be forgotten/portability
- New rules on profiling
- Notification of unauthorized access within 72 hours

The main changes brought by the **General Data Protection Regulation in relation to the National Supervisory Authority for Personal Data Processing are:**

- Prior consultation of the authority in specific cases
- Notification of unauthorized access within 72 hours

### When does the General Data Protection Regulation begin to apply??

The implementation date is **25.05.2018**, date by which organizations must take the necessary steps to align with the new regulations.

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## How can we make sure that we comply with the new regulations?

Through an audit on personal data processing, to identify personal data flows and the administrative, organizational and technical measures regarding personal data processing, measures to ensure that the new data processing requirements are observed.

**Brexton** meets the needs of your organization in the field of personal data processing and can assist you in the process of alignment with the new legal provisions in the field. We have experience in the field of personal data protection and our portfolio includes clients from various fields of activity such as medicine, food industry, retail and distribution, payroll and personnel management services, personnel leasing, recruitment, operational leasing, real estate activities, educational services, marketing and advertising.

We offer a flexible package of services tailored to your specific needs, as follows:

### Step 1

#### Personal data processing audit

We provide a questionnaire for personal data processing to be filled out by each department in the company. We analyze the filled out questionnaires and hold meetings at department level, to identify possible omissions and to understand the purposes for which each data category is processed.

We draft a report that provides a clear picture regarding the personal data flows, the areas that are not in compliance with the new legislation, and that contains recommendations on data processing in your company, proposing concrete measures to align with the new legislation.

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## Step 2

### **Implementing the recommendations in the personal data processing audit report**

In case you request Brexton assistance and according to your organization's specific needs, we can offer you:

- Assistance in reviewing the existing procedures in the company for the processing of personal data to ensure the compliance with the personal data legislation
- Consultancy in drafting internal procedures and policies needed to align with the General Data Protection Regulation
- Consultancy on database management by reference to the provisions of the new legislation
- Consultancy for records on personal data processing
- Rules and action plans for data breach and unauthorized access to data
- Training for employees who have access to personal data
- Drafting of informative materials addressed to data subjects in connection with the rights granted by the new legislation on the protection of personal data
- Drafting addendums/contracts for the situations where the relationship with contractual partners involves the processing of personal data

## Step 3

### **DPO compliance officer services**

In certain situations (performing a main activity that leads to a regular and systematic monitoring of individuals on a large scale or performing a main activity that involves the processing of sensitive data on a large scale - such as data related to health, trade union membership, genetic data, biometrics, ethnic or racial origin, religious beliefs), the appointment of a compliance officer is mandatory.

However, the national supervisory authority for the processing of personal data recommends the appointment of such an officer in any organization processing personal data. This service involves:

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- V Informing and advising your company, your data processors, as well as your employees, about the existing obligations in the field of personal data protection
- V Monitoring the compliance with the legislation in the field of personal data protection
- V Advice on performing impact studies on the processing of personal data
- V Cooperation with the authorities in the field, being your organization's contact point with the National Supervisory Authority for Personal Data Processing.

For any details and additional information, do not hesitate to contact us at 0726 301 972 or by e-mail at [florina.stancu@brexton.ro](mailto:florina.stancu@brexton.ro).