

What is GDPR?

The General Data Protection Regulations come into force on 25th May 2018. These regulations provide more control for individuals on how companies manage their personal data.

GDPR applies to all companies that process personal data for residents within the European Union, meaning Linx must ensure operations comply with these new regulations.

Linx's approach to GDPR

Linx are committed to complying with these new regulations with the upmost professionalism.

To ensure a thorough implementation of GDPR principles was delivered across the business a project team was set up, drawing on expertise from multiple disciplines across our group. This provided full visibility across operations together with a comprehensive understanding of the new regulations, their impact and necessary changes required to achieve compliance.

To fully understand how our business performed in relation to the impending changes to data legislation, comprehensive audits were undertaken:

- Evaluation of manual and electronic data management processes
- Review of duplication of data storage within our systems
- Assessment of candidate data management through our digital technology
- Internal processes for inductions and staff training

Delivering GDPR compliance

To ensure the business fully understood the requirements of the new legislation, the GDPR project team liaised with independent data security consultants to identify revisions required to existing processes and procedures.

- Amendments to data capture methods such as website registrations, including double opt-in consent
- Updates to privacy policy and terms of business for full clarity of how and why Linx hold personal data
- Changes to processes and procedures to reduce data duplication and better manage personal data

Ensuring our business effectively adopts GDPR

A number of new initiatives have been launched across the business to ensure we build on the key principles of GDPR and data management best practice.

Training our colleagues

Part of our internal strategy to ensure GDPR legislation is fully understood across our business is the introduction of formalised training. This training programme has been developed for colleagues to understand their responsibilities around personal data, as well how to adopt a safety-first approach to data management.

All colleagues will receive this initial training, followed by regular refresher sessions to ensure they continue to understand the importance of data management and GDPR. The training programme will also form a key part of the onboarding and induction process for new starters.

Regular communications to raise awareness

To reinforce the training that Linx provides all colleagues, an internal communications plan has been developed to highlight GDPR, and data management best practice. This calendar of events run throughout the year and include multiple communication channels such as email, branch posters and regular coverage within our internal news.

