GDPR is here.

Kronos is ready to protect your data.
As an innovator in workforce management solutions, Kronos understands the challenge and importance of keeping customer and employee data secure and private while facilitating smart and efficient business processes.

We appreciate the trust and confidence our customers and employees bestow on us every day when handing over their personal information, and we take our responsibility seriously.

Our GDPR Readiness program
Shows our commitment to the General Data Protection Regulation and the ACCOUNTABILITY that comes with the confidence placed in Kronos as a custodian of valuable customer assets and individual privacy rights of those who trust Kronos with their workforce management data.
**Approach to GDPR Readiness**

Kronos views GDPR readiness from the lens of **accountability** in our roles as Processor and Controller, encompassing all phases of data governance, including people, process, and technology.

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<tr>
<th>Assess Readiness</th>
<th>Develop Plan</th>
<th>Build Consensus</th>
<th>Implement Programs</th>
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<td>We engaged TrustArc, an internationally known privacy compliance and risk management solutions provider to assess current practices and identify enhancements necessary to achieve compliance with applicable GDPR principles.</td>
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<td>We analyzed and communicated findings, and determined enhancements to Kronos practices across the organization, with the support and direction of executive team members throughout Kronos.</td>
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<td>We developed internal and external communications regarding GDPR awareness. Improvements to privacy processes and documentation were made across business units to enhance and support our privacy program and GDPR compliance.</td>
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| We enhanced privacy by:  
  * Expanding the executive privacy committee  
  * Conducting ongoing GDPR training and awareness  
  * Developing internal compliance programs  
  * Expanding the Kronos privacy team internationally |
Effective privacy practices require diligence on many fronts. **The Kronos approach to GDPR is multifaceted to ensure compliance at all levels.**

**Key Components of GDPR Compliance Model**

- **Culture of Privacy**
  - Privacy starts at the top at Kronos. Executive commitment and support have resulted in improved staff awareness and processes supporting data protection and privacy of personal information.

- **Records of Processing**
  - The Kronos data inventory process is designed to achieve highly accurate reporting of processing activities conducted on behalf of our customers.

- **Vendor Risk Management**
  - Kronos Vendor Risk Management includes oversight and contractual commitments to ensure third parties process data consistent with GDPR principles.

- **Incident Management**
  - The Kronos Cybersecurity Incident Response Plan treats incidents involving personal information with the highest severity level of response.

- **Data Processing**
  - As products and processes evolve, Kronos will continue to assess privacy and identify risk areas using the Kronos Data Inventory and Classification system.

- **Privacy Impact Assessments**
  - Kronos maintains technical and organizational measures in support of our customers' GDPR security and compliance obligations.
Commitment to Privacy

Kronos supports our compliance model with robust privacy sponsorship and processes.

**The Right People**
- Executive commitment and oversight
- DPO appointment
- Expanded privacy team in the U.S. and EU

**The Right Processes**
- Global Privacy Policy
- Data subject access-request processing
- Article 30 Reporting

**The Right Technology**
- SOC 2 and ISO 27001 measures in Kronos Cloud
- Notice and choice preference centers
- Cookie consent management
We’re on it.

Kronos is committed to data protection and will be monitoring the rollout and future regulatory guidance on GDPR, taking every opportunity to enhance and strengthen the programs in place today.

Contact the Kronos Privacy Team with any questions at Privacy@Kronos.com