

GENERAL DATA PROTECTION REGULATION (GDPR) AND DATA SECURITY POLICY

How does Alterline comply with the GDPR principles when processing personal data?

This document outlines how Alterline complies with the General Data Protection Regulation (GDPR) principles when:

1. processing personal data for research purposes
2. processing personal data for the purposes of marketing Alterline’s services.

There are six principles that organisations must adhere to in order to comply with the GDPR when processing personal data.

This policy mentions data subjects, personal data, data controllers and data processors. Where these are mentioned, the terms are defined as:

Data subject: a living individual to whom personal data relates.

Personal data: any information relating to an identifiable person who can be directly or indirectly identified in particular by reference to an identifier. This definition provides for a wide range of personal identifiers to constitute personal data, including, for example: name, email address, phone number, address, identification number, location data or online

identifier. This could include chronologically ordered sets of records containing personal data. Personal data that has been pseudonymised – e.g. key-coded – can fall within the scope of the GDPR depending on how difficult it is to attribute the pseudonym to a particular individual. Personal data can also include demographic data or anything else that can be used to identify an individual if responses are specific enough to identify an individual, alone or when combined with other data.

Data controller: person or organisation who determines the purposes and means of processing personal data in connection with its own business activities.

Data processor: person or organisation who is responsible for processing personal data on behalf of a data controller.

(1.0) Personal data shall be processed lawfully, fairly and in a transparent manner in relation to individuals.

Processing for research purposes

Alterline processes personal data on some occasions as the data controller and on other occasions as the data processor (please see the table below).

Table 1

	Alterline processes personal data as the...	Alterline’s client is the...
Processing personal data for research purposes on behalf of one other organisation (an Alterline client) where the data subjects are ‘customers’ of, and personal data has been obtained from, that Alterline client	Data processor	Data controller
Processing personal data for research purposes on behalf of one other organisation, multiple organisations (Alterline client(s)), or for Alterline purposes where the personal data has not been obtained from, an Alterline client	Data controller	N/A – personal data will not be shared further unless consent is obtained from the data subject. In which case the data subject will be told what the role of the client will be in terms of their personal data for those purposes

When processing personal data both as the data controller or as the data processor, Alterline always identifies a lawful basis for processing the data.

Where personal data is obtained by Alterline for research purposes (as in line 2 of table 1), it is always collected and processed with informed consent as the lawful basis for processing. Informed consent is always transparent, ensuring the data subject is fully informed before they take part in the research, about what, how, and where their data will be used, before they begin to give their data. Informed consent is always collected by way of an affirmative action such as selecting 'next' to continue with participation, a recorded verbal agreement when taking part in an in-depth interview, or an agreement in writing indicating that they would like to proceed with the research. Personal data is not processed in any way which is incompatible with the information given about how it will be used when the data subject gave their informed consent. Where we ask data subjects for sensitive data - defined by the GDPR as relating to: race, ethnic origin, politics, religion, trade union membership, genetics, biometrics (where used for ID purposes), health, sex life or sexual orientation - Alterline's condition for processing such special category data is the data subject giving explicit informed consent to the processing of that personal data for one or more specified purposes. Alterline collects this type of data only where necessary. Alterline informs data subjects why we are asking for their sensitive data and what it will be used for; this personal data is not processed in any way which is inconsistent with

the information which was given when data subjects gave their explicit informed consent. Data subjects are also given the option to tick 'prefer not to say' to any questions that ask for sensitive data.

Alterline may collect personal data such as email addresses which is available publicly online, (for example, the business email addresses of people who work at a university who have shared their email address on the university website for people to contact them). The lawful basis for processing this personal data is 'legitimate interest'. It is within the legitimate interest of Alterline to obtain these publicly available email addresses to conduct independent market research with business contacts who work in the sectors in which we conduct independent research which is Alterline's core business purpose. Consent is not needed to process personal data that are in the form of business contacts; however, Alterline always includes a way for specific business contacts to unsubscribe from receiving an invite to take part in research, should they wish. Processing of business contacts in this way is necessary in order for Alterline to conduct certain independent research projects. Business contacts are likely to reasonably expect that they may be contacted about things which are relevant to their working role if they put their email addresses online for others to be able to contact them. This type of processing is not likely to have a significant

impact on the individual personally, as it is done in a business context.

Where personal data has been shared with Alterline by a third party for research purposes, and Alterline is acting as the data processor (as in line 1 of table 1), we process that data under the lawful basis of 'legitimate interest'. It is within Alterline's legitimate interest to receive personal data from our clients to invite data subjects to take part in independent research on behalf of our clients, as this is Alterline's core business and purpose. If research is not conducted independently for a client, results of the research could be affected by a bias that does not allow respondents to be honest and open. The data controller must identify its own lawful basis for sharing the personal data with Alterline. It is the data controller's responsibility to ensure that the GDPR is complied with in terms of the personal data which they share and there is a data processing agreement in place for Alterline to process that data. Alterline provides data processing services to third-party data controllers in compliance with the GDPR. Where a data controller shares personal data with Alterline, we will process only personal data that has been shared securely and lawfully according to the GDPR. If we collect further data linked to the shared personal data, we always do so under the lawful basis of informed consent and Alterline becomes the data controller of this further collected personal data.

Processing for marketing purposes

The personal data that Alterline processes for direct marketing purposes contains only business contacts. This includes generic company contacts (e.g. info@companyname.co.uk), which are not covered by the GDPR, or specific employees of companies and other corporate bodies (e.g. name@companyname.co.uk), which are covered by the GDPR.

The lawful basis for processing the personal data of specifically named employees is 'legitimate interest'. It is within the legitimate interest of Alterline to market our products and services to business contacts who work in the sectors that we conduct independent research for, to sell our services as a business. Consent is not needed to process personal data that are in the form of business contacts; however, Alterline always includes a way for specific business contacts to unsubscribe from receiving direct marketing, should they wish. Processing of business contacts in this way is necessary in order for Alterline to tell potential customers/clients about our products/services. Other non-direct marketing methods would not be sufficient alone to allow businesses to become aware of the services that Alterline offers. Business contacts are likely to reasonably expect that they may be contacted by companies that can provide them with a service which is relevant to the sector/role they work in and can benefit them in some way, and hence be contacted by

Alterline by direct marketing about our independent research services. This type of processing is not likely to have a significant impact on the individual personally, as it is done in a business context. All GDPR principles and e-privacy laws are complied with when Alterline uses direct marketing methods.

(1.1) The rights of data subjects

(1.1.1) The right to be informed

Processing for research purposes

The processing of personal data for research purposes by Alterline is transparent. Where we are collecting personal data from data subjects, they are always informed of or have access to the following information in order to make sure they are provided with their individual rights and are fully informed about the data which Alterline is or will be processing about them. Personal data is not processed in any way that is incompatible with that about which they have been informed and given their consent, without further consent.

Before taking part in research, data subjects are informed:

- Who Alterline is, and the contact details of Alterline;
- What Alterline is asking them to take part in and give Alterline their data for; who the data is being collected for; why we are collecting the data; what the

data will be used for; and the lawful basis for processing their personal data;

- If Alterline is contacting people as a third-party data processor whose data has been shared with Alterline, we inform the data subject which organisation has shared their data with Alterline, along with the contact details of that organisation. In this case we inform them why their data has been shared and what we are using it for;
- That Alterline complies with the GDPR, and a link to Alterline's full GDPR and privacy policy is provided;
- Alterline does not keep personal data for longer than is necessary for the purposes for which it is being collected. As a minimum, Alterline reviews whether it is necessary to keep personal data one year after data is collected, and deletes any personal data which it is not necessary to keep. It is necessary to keep research data for at least a year as an Alterline client may reasonably expect to be able to use that data within that time, unless otherwise specified by the data controller;
- If the data subject's personal data may be shared with a third-party data processor, data subjects will be informed;
- That they have a right to lodge a complaint with the data controller (an

Alterline researcher if Alterline is the data controller, or Alterline's client if Alterline is the data processor – contact details are provided) and, if they are still not satisfied, with the Information Commissioner, should they wish, using the Information Commissioner helpline: 0303 123 1113.

In situations when we are conducting research with anyone under the age of 16, we always obtain parents' or guardians' consent.

The information that we supply about the processing of personal data is concise, transparent, intelligible and easily accessible; it is written in clear and plain language.

Processing for marketing purposes

On all direct marketing to named business contacts, Alterline provides instructions on how to opt out of receiving direct marketing from Alterline and a record is kept (a suppression list) of people who have opted out, which new contacts are screened against. Alterline also always identifies who we are, and we give our contact information. All direct marketing informs the data subject of the reason for which they are being contacted and Alterline processes their personal data and has a link to Alterline's GDPR policy.

(1.1.2) The right of access

Processing for research and marketing purposes

For data of which Alterline is the data controller, data subjects have a right to request access to any information that Alterline holds about them if it is linked to their personal data in any way. If Alterline receives a subject access request, it is Alterline's policy to record the request, respond within two weeks and provide the data to the individual within one month, to comply with the GDPR standards. However, Alterline strives to respond to requests and provide information as soon as possible, which tends to be sooner than the GDPR standard. The identity of the individual is confirmed before personal data is shared, by asking data subjects to confirm at least two pieces of personal information that we hold (or one if only one piece is held). If data that is held is no longer personally identifiable in any way, then subject access requests may be denied. If data subjects request access to data of which Alterline is the data processor, we will inform the data controller and they will deal with the subject access request. Alterline will share relevant personal data that we hold with the data controller to comply with the request.

(1.1.3) The right to rectification

For personal data of which Alterline is the data controller, data subjects have a right for their data to be rectified if they believe it is inaccurate or incomplete. If Alterline receives a request to rectify personal data from an individual who we

hold data about, it is Alterline's policy to record the request, respond to that request within two weeks and make the rectification within one month, to comply with the GDPR standards. However, Alterline strives to respond to rectification requests as soon as possible, which tends to be sooner than the GDPR standard. The identity of the individual is confirmed before personal data is rectified, by asking data subjects to confirm at least two pieces of personal information that we hold (or one if only one piece is held). If data that is held is no longer personally identifiable in any way, then rectification requests may be denied. If data subjects request rectification to data of which Alterline is the data processor, we will inform the data controller and it will deal with the request. Alterline will rectify data at the request of the data controller.

(1.1.4) The right to erasure, the right to object and the right to restrict processing

For personal data of which Alterline is the data controller, data subjects have a right to object to the processing of their personal data and/or withdraw their consent to their data being processed at any point. This can include asking Alterline to erase any personal data that we hold, restrict processing of that personal data, or object to a type of processing that Alterline is completing where the data has been collected with consent or legitimate interest as the lawful basis for processing. There are only certain

conditions where an organisation is obliged to erase personal data at the request of data subjects. However, as Alterline only processes personal data with consent or legitimate interest as the lawful basis and the data subject's request for erasure is more important than Alterline's legitimate interest to conduct research, Alterline will always comply with the erasure request where we are the data controller. Data subjects are given details of how to withdraw their consent and or request any of the above. If a request for erasure, an objection or a request to restrict processing is received by Alterline, it is Alterline's policy to record the request, respond to that request within one week where necessary (responses will not be made to straightforward unsubscribe requests) and ensure the request is dealt with within two weeks. Alterline strives to respond to these requests as soon as possible. If Alterline have made personal data which is requested to be erased, publicly available, we will erase this only where possible. Alterline will also ask any third party who the personal data has been shared with to erase the requested personal data. If data that is held is no longer personally identifiable in any way, then requests may be denied. If a request for erasure is made, this also involves erasing data from our suppression lists which does mean that subjects are at risk of being contacted in the future if their data is received by Alterline at a later date by other means. If data subjects object or withdraw their

consent to Alterline processing data of which we are the data processor, we will cease communication with the data subject and inform the data controller. We will then act upon the request at the instruction of the data controller.

(2.0) Personal data shall be collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes.

Processing for research and marketing purposes

Alterline always specifies in an explicit and transparent manner the reason data subjects' personal data is being processed (see section 1.1.1 'The right to be informed'). Alterline is specific and 'granular' about how and why personal data is being processed. The data is not processed further in any way that is incompatible with those purposes without the explicit informed consent of the individual.

(3.0) Personal data shall be adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed.

Processing for research and marketing purposes

Alterline holds only data which is necessary for the purposes which it is processed. Where we collect sensitive data, data subjects are told why it is necessary to collect this data and given the option to answer, 'prefer not to say' (see section 1.0 for more information). Alterline does not keep personal data longer than is necessary and anonymises data where possible, securely

deleting personal data associated with it, at the earliest possible point. As a minimum, Alterline reviews whether it is necessary to keep personal data one year after data is collected and deletes any personal data that it is not necessary to keep.

(4.0) Personal data shall be accurate and, where necessary, kept up to date; every reasonable step must be taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay.

Processing for research and marketing purposes

All data subjects have the right to rectification if they believe their data to be inaccurate or incomplete. If we receive a request to rectify personal data, it is Alterline's policy to respond to that request within two weeks and for rectification to be made within one month, to comply with the GDPR standards. However, Alterline strives to respond to rectification requests as soon as possible, which tends to be sooner than the GDPR standard. If data which is held is no longer personally identifiable then rectification requests may be denied.

(5.0) Personal data shall be kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed.
Processing for research

Alterline does not keep personal data longer than is necessary and where possible anonymises data and deletes personal data associated with it at the earliest possible point. As a minimum, we review whether it is necessary to keep personal data one year after data is collected and delete any personal data which it is not necessary to keep. Third-party clients or data subjects must inform Alterline if they feel it is necessary for the personal data to be kept for longer. However, the decision to keep or delete data is made by Alterline. Personal data may be held for longer than a year if it is deemed necessary. Anonymised research data which is not personally identifiable in any way may be kept for longer and does not fall under this principle.

Processing for marketing purposes

Data kept for the purposes of marketing Alterline services is often kept for longer than a year. However, a review will still be conducted at yearly intervals on whether it is necessary to keep the data.

(6.0) Personal data shall be processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures.

NB: The following section is about processing for research and marketing purposes unless otherwise stated.

(6.1) Software

If Alterline use any software that will have access to personal data for research purposes, we will inform the data subject(s) of the software being used and provide a link to the software's GDPR/privacy/data protection/security policy. Alterline will always ensure that the organisations running the software comply with the GDPR.

(6.1.1) File encryption

Alterline uses Microsoft Office's inbuilt password protection systems to encrypt single files which contain personal data.

Microsoft Office uses AES-256 encryption.

(6.1.2) QuestionPro

Processing for research purposes

Alterline uses QuestionPro to conduct its online web surveys in which personal data may be used or collected.

QuestionPro is an independently audited ISO 27001:2013 certified company. ISO 27001, is the internationally recognised gold standard for information security systems. This means that data stored in QuestionPro is protected strictly and rigorously. Every necessary step is taken to

assess, minimize, and eliminate risks and vulnerabilities.

The security package comprises:

- ISO 27001:2013
- SSL, TLS, SSH, and SCP encryption
- EU based data servers
- IP tables/Linux firewall
- Continuous data back ups
- Uninterruptible power supply (UPS)
- Data encrypted at rest
- Annual type II SSAE 16 audits
- Optional questionnaire login ID/password
- Enforced password policy for survey management

Our survey data is hosted on QuestionPro's data server based in the EU (Netherlands). Therefore, Alterline survey data is not transferred outside of the UK or the EEA when using QuestionPro. QuestionPro acts as a data processor and Alterline remains the data controller. It processes Alterline's data only in accordance with Alterline's instructions and permissions. As a data processor, it also agrees to take appropriate technical and organisational measures against unauthorised or unlawful processing of the personal data or its accidental loss, destruction or damage.

QuestionPro deletes any data from their primary server immediately after Alterline delete it from QuestionPro. The data will be present on QuestionPro's backup systems for seven days following this, after which it will be permanently deleted from all of their systems.

If you would like to read more about QuestionPro's security, please go to the following link:

<https://www.questionpro.com/security/index.html>

(6.1.3) Focus Group It

Focus Group It is an online community/focus group platform that Alterline sometimes uses to host online discussions and research tasks. Alterline has completed due diligence checks on the GDPR compliance of Focus Group It. Focus Group It enters into a contract including a 'Standard Contractual Clause' with Alterline to enable the transfer and safeguarding of personal data. Respondents also create their own accounts on this platform and are doing so with informed consent.

To find out more about Focus Group It's security and privacy, please click the following links: https://www.focusgroupit.com/privacy_policy

Processing for marketing purposes

(6.1.5) Pipedrive

Alterline use 'Pipedrive' as a data processor to store our personal data that we use for direct marketing purposes. Pipedrive complies with the GDPR. For more information please click the link below:

<https://www.pipedrive.com/en/privacy>

(6.1.6) Mailchimp

Alterline use 'Mailchimp' as a data processor to store our personal data that we use for direct marketing purposes and to send out direct marketing emails. Mailchimp complies with the GDPR. For more information please click the link:

https://mailchimp.com/legal/privacy/?_ga=2.259396938.1314038275.1524142435-1053869604.1524142435

(6.1.7) Microsoft OneDrive & SharePoint

Alterline uses Microsoft OneDrive and SharePoint for Business to:

- Store and share (between employees) anonymised and/or pseudonymised data for research purposes
- Store and share (between employees) personal data for research purposes which is encrypted using Microsoft Office password protection
- Store and share (between employees) personal business to business data for marketing purposes which is encrypted

using Microsoft Office password protection

- Store and share (between employees) other files which do not contain personal data.

Data centres within the EU

Microsoft OneDrive and SharePoint for Business data centres are located within the EEA for companies whose billing address is in the UK. Therefore, data and files which Alterline store on OneDrive are not transferred outside of the EEA.

For more information click on the following link:

<https://learn.microsoft.com/en-us/microsoft-365/enterprise/eu-data-storage-locations?view=o365-worldwide>

Encryption of data in transit

In OneDrive for Business and SharePoint Online, there are two scenarios in which data enters and exits the data centers.

- Client communication with the server: Communication to OneDrive for Business across the Internet uses SSL/TLS connections. All SSL connections are established using 2048-bit keys.
- Data movement between data centers: The primary reason to move data between datacenters is for geo-replication to enable disaster recovery. For instance, SQL Server

transaction logs and blob storage deltas travel along this pipe. While this data is already transmitted by using a private network, it is further protected with best-in-class encryption.

For more information click on the following link:

<https://learn.microsoft.com/en-us/microsoft-365/compliance/data-encryption-in-odb-and-spo?view=o365-worldwide>

Encryption of data at rest

Encryption at rest includes two components: BitLocker disk-level encryption and per-file encryption of customer content. While BitLocker encrypts all data on a disk, per-file encryption goes even further by including a unique encryption key for each file. Further, every update to every file is encrypted using its own encryption key. The keys to the encrypted content are stored in a physically separate location from the content. Every step of this encryption uses Advanced Encryption Standard (AES) with 256-bit keys and is Federal Information Processing Standard (FIPS) 140-2 compliant. The encrypted content is distributed across a number of containers throughout the datacenter, and each container has unique credentials. These credentials are stored in a separate physical location from either the content or the content keys. For more information click on the following link:

<https://learn.microsoft.com/en-us/microsoft-365/compliance/data-encryption-in-odb-and-spo?view=o365-worldwide>

For more information about how OneDrive safeguard data in the cloud in general, please click the following link:

<https://learn.microsoft.com/en-us/sharepoint/safeguarding-your-data>

While the measures that OneDrive and SharePoint takes offer good security which allows for the storage of personal data, we take an extra step to ensure that we safeguard the personal data that we process.

Personal data which is stored on OneDrive and SharePoint is encrypted using Microsoft Office in built file password protection options.

(6.2) International transfers of personal data

Alterline will only transfer personal data outside of the UK under one or more of the following conditions:

- a) It is being transferred to a country which is inside the European Economic Area (EEA)
- b) It is being transferred to a country for which an 'adequacy decision' has been made
- c) Alterline and the receiver have entered into a contract which includes standard data

protection clauses adopted by the Commission called a 'Standard Contractual Clause'.

If at least one of the above conditions is not met, Alterline will not transfer personally identifiable data outside of the UK.

Alterline is able to receive personal data from countries inside the EEA following an agreement by the European Union to adopt 'data adequacy' decisions for the UK.

(6.3) Transferring personal data

Personal data that Alterline is the data controller of which is transferred by Alterline externally is always transferred using Microsoft SharePoint (please see section 6.1.7 in this document for more information about how Microsoft SharePoint stores and transfers data securely). A file which includes personal data would be password protected using Microsoft's inbuilt file password protection. It would then be added to Microsoft SharePoint and shared with the receiver. The password to the file would be shared with the receiver via an alternative method of communication. When the receiver receives the share link to the file Microsoft will verify that it is the correct receiver by sending a verification code to their email address to ensure that data can only be accessed by the intended receiver.

We ask all third parties that transfer data to Alterline to send data securely. However, for

personal data for which Alterline is the data processor, it is up to the data controller to ensure that all personal data is transferred securely. However, if not requested to use another secure file transfer system by the data controller, Alterline will ask the data controller to share using Microsoft SharePoint.

(6.4) Data processing agreement

If Alterline is going to share or receive personal data with a third party, we always ensure that a data processing agreement is signed first or due diligence is carried out to ensure the sharing of data is done in a GDPR compliant manner.

(6.5) Alterline employees

Alterline have an internal training programme to ensure data protection and security, and cyber security, and that the GDPR principles are complied with. All Alterline employees have received training and are regularly refreshed on our GDPR and data protection and security policy.

When an employee ceases to work at Alterline, they are locked out of any accounts they have access to, by either disabling accounts or changing passwords.

(6.6) Antivirus software

Alterline has full working antivirus software on all its digital devices which contain or have access to personal data.

(6.7) Secure deletion

Any personal data that is deleted digitally is erased securely using a secure digital data shredder.

In general Alterline do not have hard copies of any personal data. In the event that hard copies of personal data are necessary, for example in the event of collecting hard copy survey responses or consent forms, digital copies of the hard copies are made at the earliest of convenience. These are then stored securely in line with Alterline's digital personal data storage security policies and hard copies are destroyed/shredded securely.

(6.8) Passwords

Alterline stores passwords securely using LastPass software. If passwords are shared internally, they are only shared using LastPass. LastPass stores passwords securely by using 256-bit AES implemented in C++ and JavaScript (for the website) and it exclusively encrypts and decrypts on the local PC. This means that data does not travel over the internet nor does it ever touch LastPass servers - only the encrypted data does. This is the same encryption algorithm that is used by the US Government to protect its top-secret data. For more information on LastPass security, please see the following link:

<https://www.lastpass.com/enterprise/security>

If passwords are shared externally, this is done over the phone and always separate to the platform which the password is for or the channel which the platform is being shared by.

Laptops and computers are set to require 'Ctrl Alt Del' where possible before a password for access can be entered. They are also set to revert to screensaver if there is a period of inactivity of five minutes or more, requiring a password to be entered to re-access the device.

All devices that contain personal data require a password to be accessed.

Employees who have responsibility for data security and/or directors have access to all passwords.

(6.9) Sharing personal data with third-party data processors

Before sharing personal data with a third party, Alterline completes the relevant checks to ensure that the third party complies with the GDPR. Alterline also identifies a lawful basis for transferring that data. If physically sharing data, before sharing the data, Alterline and the third-party sign Alterline's data processing agreement. If the data is technically being shared as a by-product of using a certain piece of software, Alterline conducts due diligence to ensure that the software complies with the GDPR and also that data will be stored securely within the software.

(6.10) USBs and external hard drives

USBs and external hard drives are used for personal data only when absolutely necessary. If any personal data is added to an external hard drive or USB which is not the designated encrypted secure data back-up, it is only done so with the consent of an Alterline Director or GDPR Lead. Alterline employees log what has been added, the date it is added, why it is added and the date it is securely deleted. Personal data will be added only if it is encrypted. A log is always made to confirm when the data has been erased and the erasure is always done securely (see section 6.7 'secure deletion').

(7.0) The controller shall be responsible for, and be able to demonstrate, compliance with the principles.

This policy demonstrates how Alterline complies with the GDPR principles for its research and marketing practices.

(7.1) Personal data breach

A personal data breach means a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data. This includes breaches that are the result of both accidental and deliberate causes. According to the Information Commissioner, examples can include:

- access by an unauthorised third party;
- deliberate or accidental action (or inaction) by a controller or processor;
- sending personal data to an incorrect recipient;
- computing devices containing personal data being lost or stolen;
- alteration of personal data without permission; and
- loss of availability of personal data.

Alterline has a breach reporting procedure instruction document, which involves reporting a breach to a data protection lead, logging the breach and informing the Information Commissioner's Office and the affected individuals where necessary.

If a personal data breach occurs, Alterline establish the likelihood and severity of the resulting risk to people's rights and freedoms. If it is likely that there will be a risk, then we notify the Information Commissioner's Office and the individual; if it is unlikely then we log the breach along with the decision not to report it.

Alterline reports personal data breaches to the Information Commissioner within 72 hours of becoming aware of the breach, where necessary and feasible, using the Information Commissioner 's Office helpline number: 0303 123 1113.

GDPR policy review details

Alterline has the right to update this policy at any point. It will be reviewed every year as a minimum. The policy will always be kept up to date on the Alterline website.

Date of last policy review: 20/09/22

Reviewed by: Laura Dennis – Data Protection Lead

Please use the following details to contact Alterline’s Data Protection Lead or Managing Director:

Data Protection Lead contact details: Zara.Lawson@alterline.co.uk (Maternity Cover)

Managing Director contact details: Nick.Carley@alterline.co.uk

0161 503 5760

NB: The Data Protection Lead is not a Data Protection Officer.