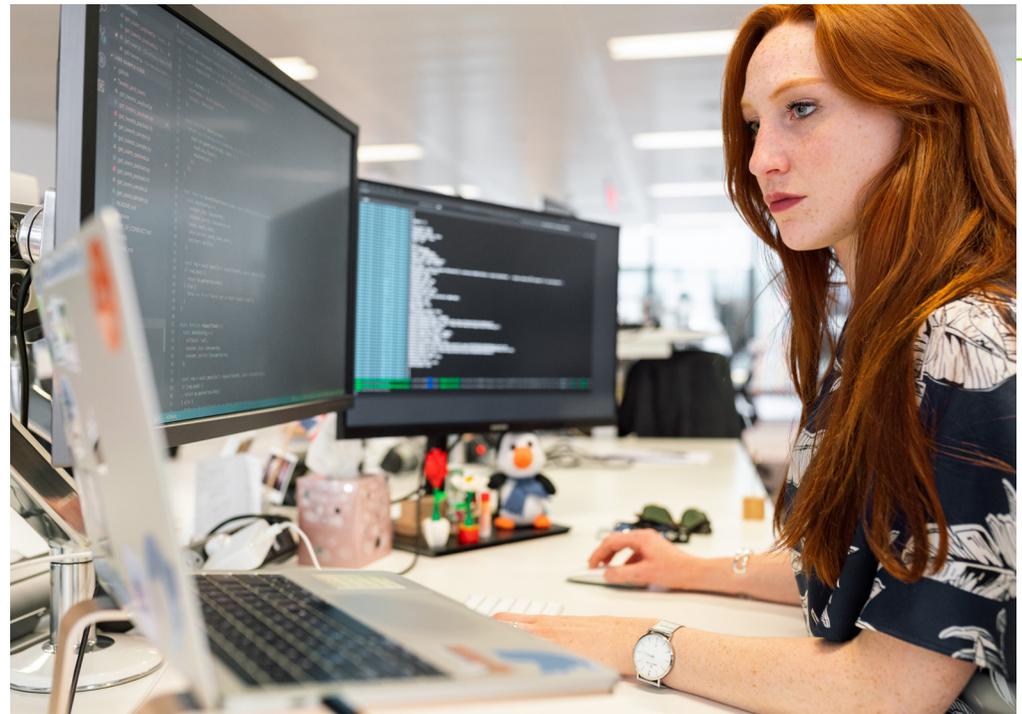


XREF

**Your data security
is our priority.**

**We lead with a security-first mindset,
a robust infrastructure, and a
compliant operating environment.**

As a company that takes data security and privacy seriously, we recognise that Xref's information security practices are important to you. While we cannot share every detail around our practices (as it can empower the very people we are protecting ourselves from), we endeavour to provide the information required to offer our users confidence in how we secure the data entrusted to us.





GDPR Compliant



ISO 27001



Two-Factor Authentication

Industry Security Standards

ISO 27001

Have peace of mind knowing that Xref is ISO 27001 certified and built using the highest standard of security and quality management practices. Our ISO 27001 certification represents best practice for an information security management system, validating Xref's platform security.

GDPR

Xref is completely GDPR compliant so you can be sure your reference checks meet all GDPR requirements in terms of data collection and storage processes.

Xref Security Measures

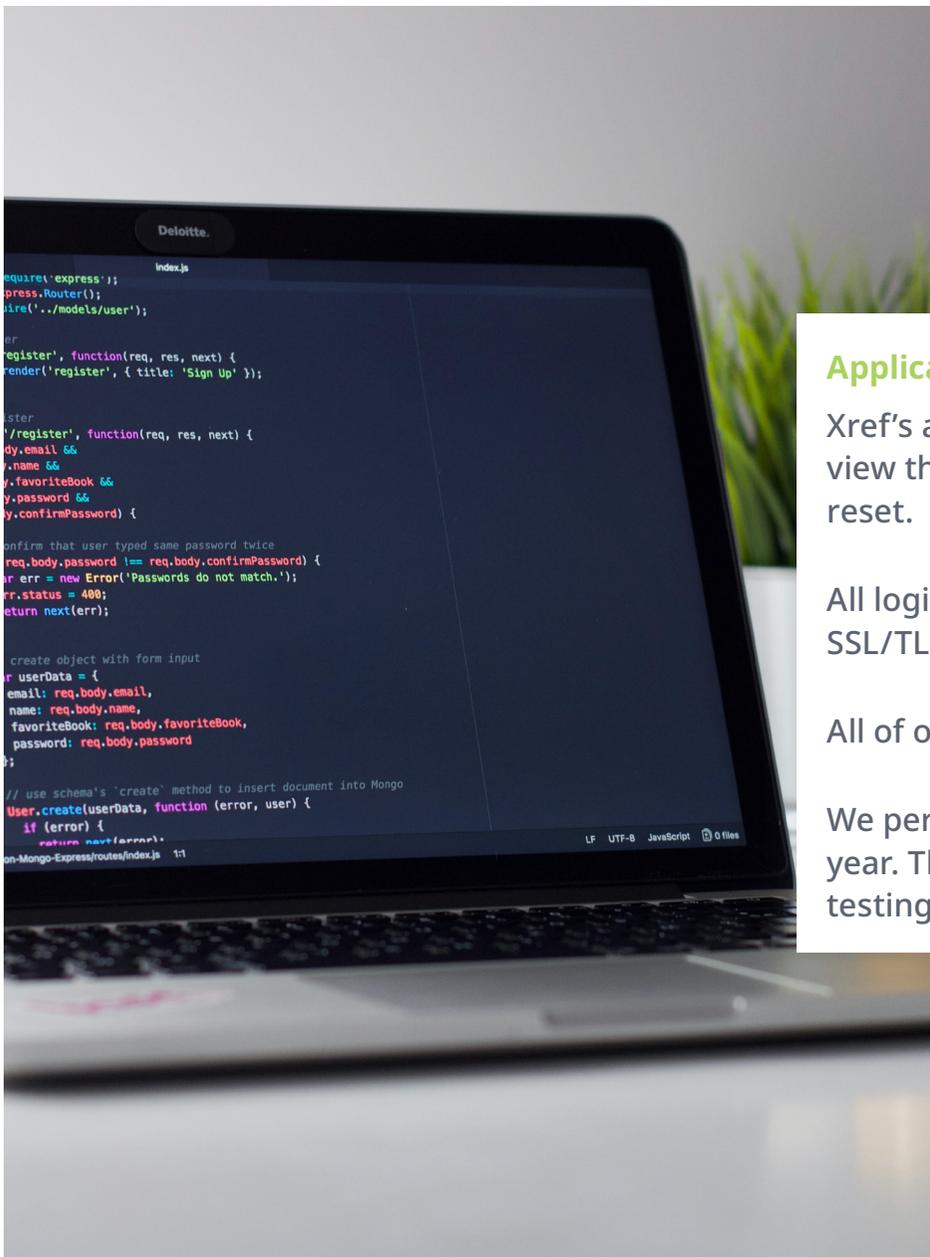
Multiregional Data Storage

Our data is stored in local data centres fully maintained by Xref. All our databases are kept separate to prevent data loss, corruption and overlap. We have multiple layers of logic that segregate user and company accounts from each other and your account data is constantly mirrored and regularly backed up offsite for added security. Furthermore, all data is encrypted in transit and at rest.

Amazon Web Services (AWS)

Xref uses multiple systems placed in different AWS, world-class data centres around globally with DDOS (Denial of service) and IDS (Intrusion Detection) mitigation in place at all data centers. Learn more about AWS [here](#).





Application Level Security

Xref's account passwords are hashed and salted. Our own staff can't even view them. If you lose your password, it can't be retrieved — it must be reset.

All login pages (from our website and mobile website) pass data via SSL/TLS and the entire Xref application is encrypted with TLS.

All of our login pages have brute force protection in place.

We perform regular external security penetration tests throughout the year. The tests involve high-level server penetration tests and in-depth testing for vulnerabilities inside the application.

Xref Internal Security

Internal Protocol and Education

We continuously train employees on best security practices, including how to identify social engineering, phishing scams, and hackers.

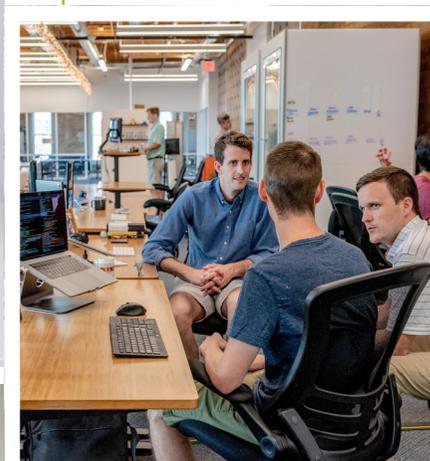
Employees on teams that have access to customer data (such as customer success and our developers) undergo background checks prior to employment.

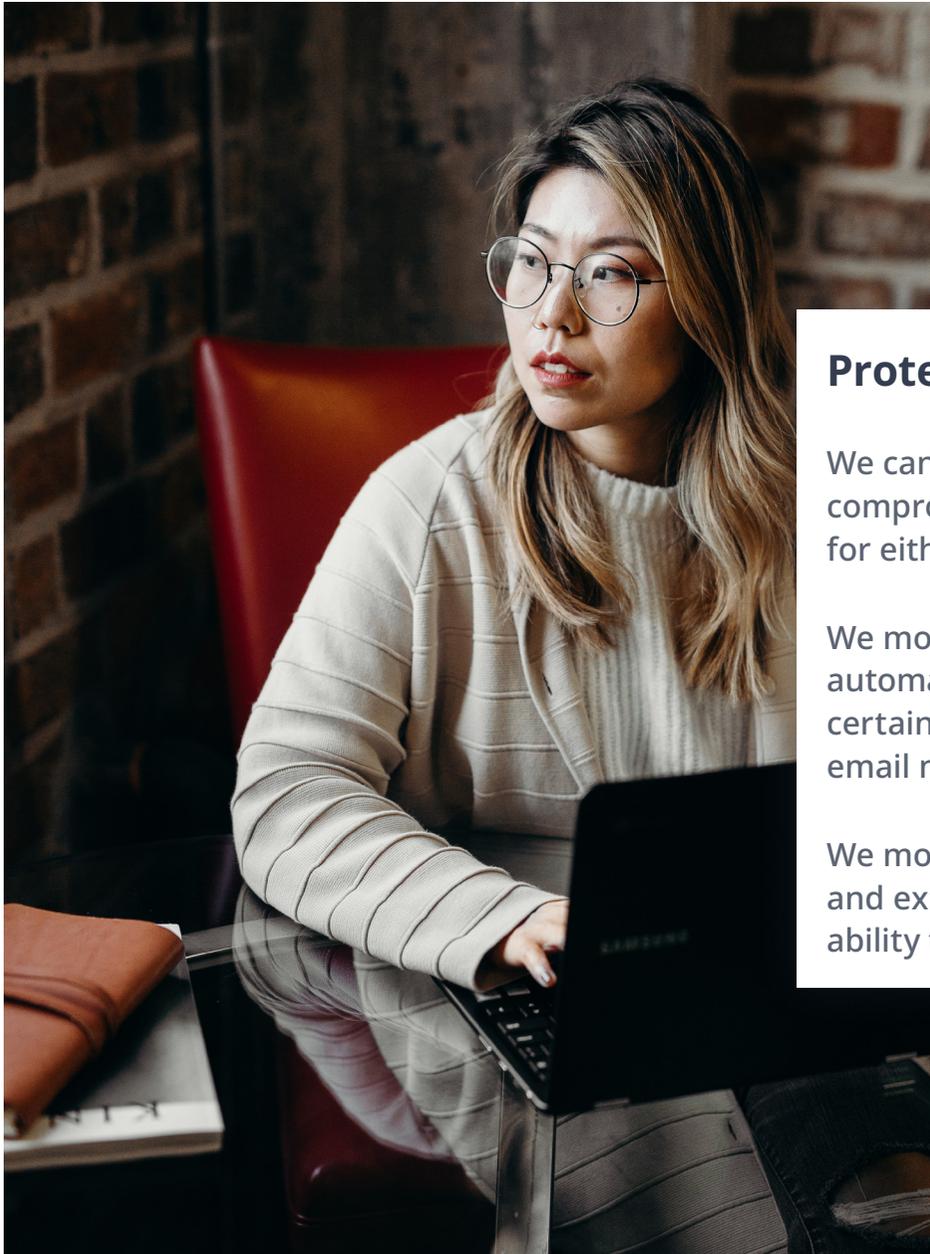
All employees also sign a Privacy Safeguard Agreement outlining their responsibility in protecting customer data.

Internal IT Security

All Xref offices are secured by keycard access and our office network is segmented and monitored.

We have a dedicated internal security team that constantly monitors our environment for vulnerabilities.





Protecting Xref Against Platform Users

We can secure the Xref application, but if your computer gets compromised and someone gets into your Xref account, that's not good for either of us.

We monitor for signs of irregular or suspicious login activity and will automatically suspend accounts that raise any concerns. Meanwhile, certain changes to your account, such as to your password, will trigger email notifications to the account owner.

We monitor accounts for signs of abuse and make 2-Factor Authentication and extended security available to our customers. We also provide the ability to establish multiple levels of access within accounts.

About Xref

With Xref you can stop playing phone-tag and get back to recruiting the best talent. It will take you just 30 seconds to request an Xref and then you can sit back as the platform does the rest while offering everyone involved a smooth and enjoyable experience.

Xref is an enterprise-grade solution that makes reference, background and ID checking fast, simple and secure. With user-friendly technology, a fully-automated process and local customer support teams, it is now trusted by businesses all over the world to empower great people decisions.

The platform is accessible from any device and integrates with multiple leading HR tools and ATS platforms to offer seamless, end-to-end recruitment workflows.

Before you hire, check with [Xref](#).