

**GLOBAL LEADER IN SCREENING & COMPLIANCE SERVICES****ALL-IN-ONE SOLUTION****DATA PROVIDER WITH 20 YEARS OF LOCAL EXPERTISE**

## **Data Security Overview**

At iCOVER, we understand that trust is paramount when it comes to background screening and compliance. That's why we are committed to maintain a robust security posture with regular audits and adequate assessment practices.

A strong security posture is an ongoing commitment that involves regular risk assessment and adaptation to evolving threats by applying best practices and strong security controls.

We employ a proactive approach to safeguarding data,  
always ensuring its protection and integrity.

# DATA SECURITY OVERVIEW

## Comprehensive Data Security through a multi-faceted approach

Here you will find an overview of the key security, reliability, compliance, and internal IT controls adopted by our organization, highlighting our commitment to safeguarding personal and confidential information, ensuring the trust of our clients.

### ENCRYPTION

#### Strong encryption protocols for data at rest and in transit

##### Data at rest

- Disk level encryption of all servers with AES256
- Personal data encryption upon reaching the client data retention period requirements

##### Data in transit

- HTTPs enforced web interface access with TLS1.2 or above
- API access via TLS1.2 or above

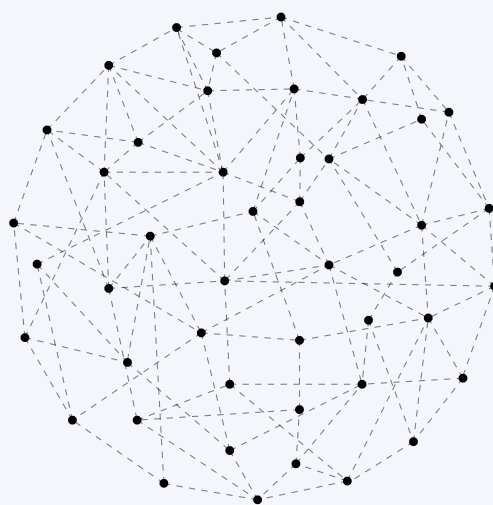
### THREAT DETECTION & PENETRATION TESTING

#### Staying secure, compliant and on the top of the ever-changing threat landscape

Penetration test completed regularly by an external provider

Regular antivirus scans of the production environment

Web Application Firewall (WAF) protection against DDOS (Distributed Denial of Service) and brute-force attacks



Regular internal vulnerability scans

Health monitoring of system and application services with rigorous logging for detailed analysis

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## SOFTWARE DEVELOPMENT, CONFIGURATION, BCP/DRP

### Managing changes, reducing errors, and ensuring timely, high-quality delivery

- Software development processes integrating secure design principles of OWASP coding practices, including rigorous testing, and built-in security in the pipeline
- Following industry best practices and standards in the configuration of the underlying infrastructure
- Robust Disaster Recovery Program and backup strategies with redundant data stores
- Holistic Business Continuity Plan covering key business lines

## END-USER PROTECTION & EMPLOYEE AWARENESS

### Guarding your business from within

- Centrally managed corporate workstations with enforced encryption and antivirus protection
- Regular review of installed software
- Cyber security awareness program built to cultivate a strong security culture among employees by applying regular training and phishing simulations
- Corporate password manager integrated in both day-to-day and business processes to allow secure storage and exchange of company credentials
- Centralized storage of corporate documents optimized with version tracking, audit trails, robust backup and recovery options, stringent access controls, and effortless scalability

## DATA STORAGE COMPLIANCE AND PRIVACY

### Complying with data security standards.

- ISO27001 certification of strategic locations in Bulgaria and India
- Certified data center providers utilized to host the IT infrastructure within European Union
- Aligned with the relevant data protection regulations



## DATA SECURITY OVERVIEW

# Comprehensive Data Security through a multi-faceted approach

iCOVER's screening automation platform – IRIS, helps you make informed, compliant hiring decisions by using advanced technology and built-in compliance tools, all backed by a dedicated support.

### IRIS FEATURES

#### Optimizing your screening workflow in more than 200 countries and territories

- Flexible and customizable, with the right integration and delivery options for your needs
- Scalable infrastructure to support your company's growing workforce
- Fast API response times bring your essential data quickly
- Proactive updates and alerts on screening reports make the latest information easily accessible
- Tracks the status of ongoing background checks and securely stores the information of the completed ones
- Technical consulting, integrated support, and automatic platform updates
- Reliable service with 24/7 access to data

### IRIS ACCESS CONTROL

#### Effortless access management, enhanced security

- Role-Based Access Control (RBAC) applied via granular permissions assigned on permission role groups
- Automatic expiry of unused accounts

### SECURE API INTEGRATION PRACTICES

**Robust authentication:** using JSON Web Tokens (JWT) for secure authentication, ensuring that only authorized users can access our API endpoints.

**Regular penetration testing:** conducting periodic penetration tests to identify and mitigate potential security vulnerabilities, ensuring the API remains resilient to attacks.

**Test coverage:** maintaining comprehensive test coverage for our API codebase to validate functionality and security measures and catching issues early in the development process.

**Security code reviews:** implementing rigorous code review processes to identify and rectify security flaws and vulnerabilities before they make it to production.

**Cloudflare protection:** using Leverage Cloudflare's industry-grade security features, such as DDoS protection, Web Application Firewall (WAF), and Content Delivery Network (CDN) for enhanced protection against various online threats.

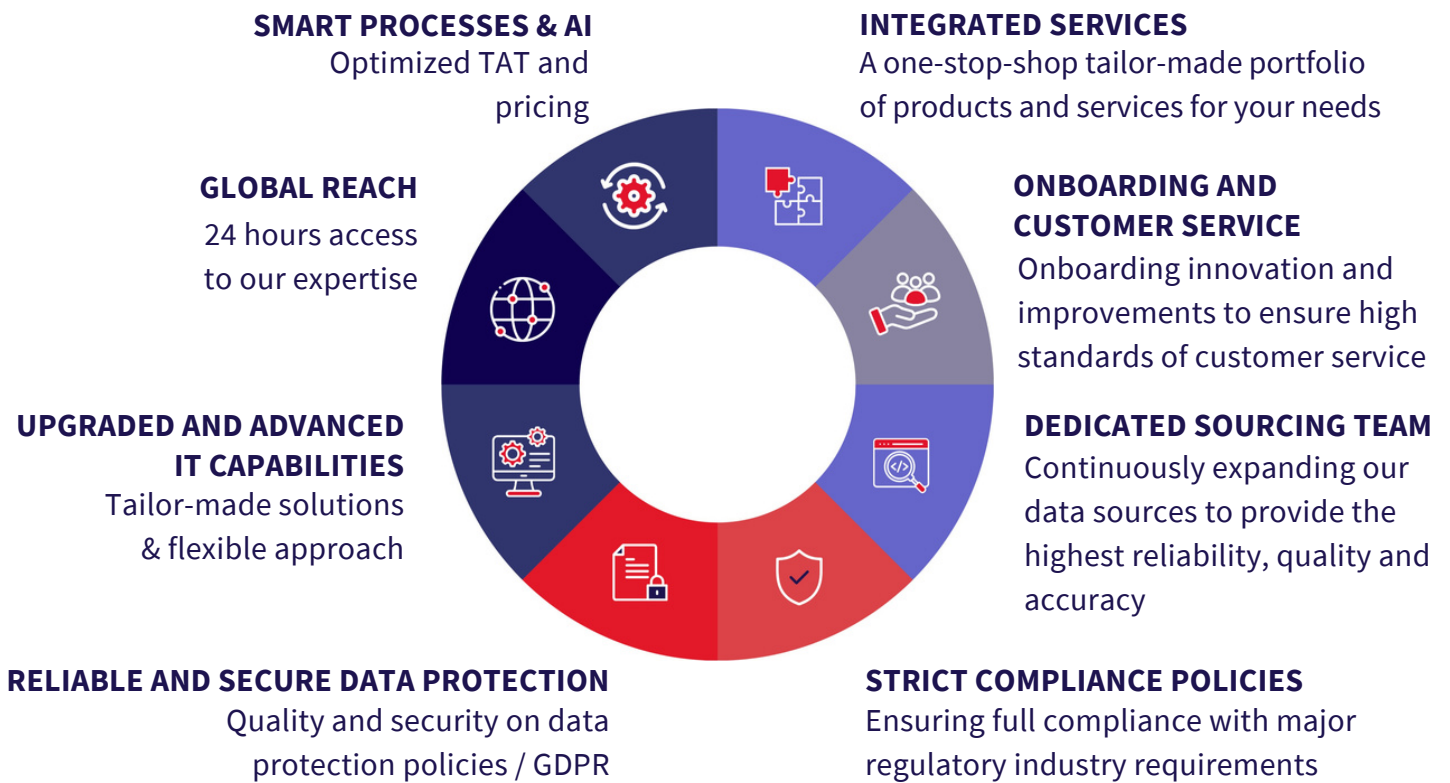
**Data encryption:** implementing strong encryption protocols (e.g., HTTPS) to secure data transmission between clients and the API, preventing eavesdropping and man-in-the-middle attacks.

# Partnering with iCOVER

By partnering with iCOVER, you gain access to an unparalleled level of technology and services that sets us apart in the marketplace.


When you choose us, you can expect:

- An extensive global network of top-tier partners
- A one-stop-shop experience with customized solutions tailored to your unique needs
- Cutting-edge technology and tools for in-depth research and analysis
- Unmatched expertise and experience in risk management and compliance
- Swift and efficient turn-around times for time-sensitive decisions
- Multilingual capabilities, ensuring seamless international operations
- A company that is constantly innovating and investing in its technological product roadmap



  
**+800,000**  
Sources available


  
**+3,000**  
Due diligence per year

  
**+ 50,000**  
Checks per month

  
**~ 300**  
Employees incl. 40 engineers and 30 analysts

  
**198**  
Countries covered

  
**300**  
Expert partners

  
**+35**  
Languages spoken



# Additional Information

## Legal Disclaimer

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