

# TECHNOLOGY, SECURITY AND COMPLIANCE



HR and payroll data is often the most sensitive personal information that organizations hold and requires significant protection.

We are responsible for processing the personal and payroll data of millions of people so security, data protection and compliance is at the heart of everything we do.

## SOFTWARE AS A SERVICE EXPERIENCE

People First is a multi-tenanted SaaS application deployed and hosted on Microsoft Azure Cloud; a world class cloud infrastructure:

- **Zero maintenance required by the customer:** no set-up or patching we continually do this for you out-of-hours.
- **Industry leading security:** through Microsoft data centres and our secure development life-cycle.
- **Future proofing:** MHR and Microsoft constantly deploy new innovations and expand the service offering.
- **Resilience and reach:** Microsoft Azure has over 40 data centres globally giving MHR global reach, and our 3 regional deployments each have a secondary pairings.

## GLOBAL DEPLOYMENT LOCATIONS

Deployment region options	Primary location	Secondary location
US	US - East	US - Central
UK	UK - West	UK - South
Asia	Asia - South East	Asia - East

## UPTIME AND RECOVERY

Recovery point objective:	4 hours
Recovery time objective:	12 hours
Availability target:	99.8%
Automatic updates (out-of-hours):	Every 2 weeks

Certified to:



Compliant:



## SECURE THROUGHOUT

Security has been folded into People First architectural design from the start:

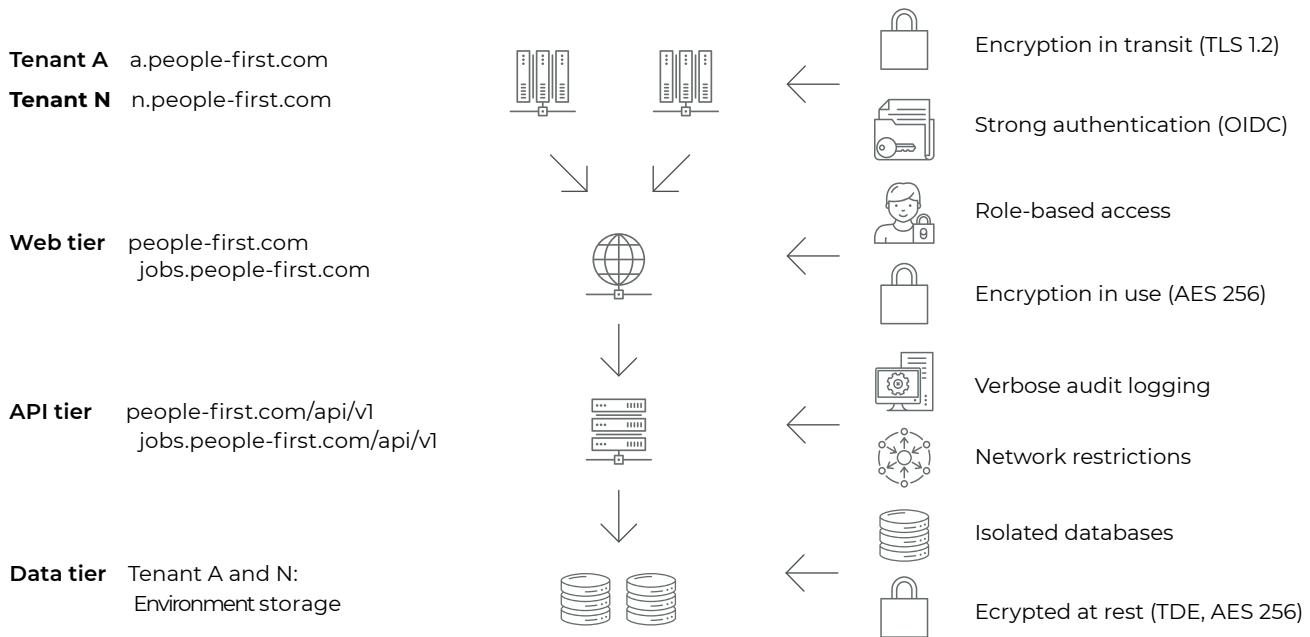
- **Encryption at all levels:** All traffic is encrypted in-transit using HTTPS, all data is encrypted at rest using transparent encryption AES 256. Certain sensitive data is encrypted in-use using AES 256.
- **Audit:** Audit is enabled at all levels in the product; web, application and data. This gives our operational team full view of activity. Operational team's activity outside of the product is audited as well.
- **Data is separated:** Each environment's data is stored separately from other environments, data is not mixed.
- **Secure development:** Security requirements are considered upfront before work starts. Developers use secure coding techniques (e.g. OWASP TOP 10), all code gets peer reviewed and automatically tested for vulnerabilities. Finally, People First also gets pen tested annually.

## MAKE IT YOURS

People First was designed for integration and customiZation:

- **Single sign-on:** Bring your own identity provider, People First supports Azure AD, Okta, Google and other Open ID Connect providers. If you don't have your own identity provider don't worry People First comes with People First SSO out of the box.
- **Rich integration:** With over 800+ APIs endpoint it is possible to deeply integrate any 3rd party application.
- **OData:** If you wish to create your own custom reports you can do this easily through our OData API. OData can be accessed natively through Power BI, Excel and other data products.
- **Individual subdomain:** Every customer gets their own subdomain for their environment such as mycompany.people-first.com.

## SECURE PROCESS AND AUTHENTICATION THROUGHOUT



See how easier meets better with People First.

For more on how you can streamline and transform your HR, payroll & finance processes, including a People First demo, just get in touch.



mhrglobal.com

