Talent in Innovation.
Innovation in Talent.

SHL stands for great assessment. As the global leader in talent innovation, we help organizations, and their leaders address the most pressing talent priorities by providing an unparalleled view of their workforce. Our unrivalled assessment service, benchmark data, extensive and analytic technology enable companies to influence genuine organizational change and drive tangible business outcomes from having the right people in the right roles at the right time.

Infrastructure Roadmap

SHL has successfully migrated the platforms to Amazon Web Service (AWS), enabling improved availability, flexibility, and time to market. SHL has an IS (Information security) policy and procedures in place to ensure client data is protected to the highest standards.

Hosting Locations

All of AWS' regions are both ISO 27001 and SSAE 16/SOC 2 Type II certified.

SHL utilizes the following AWS regions for Talent Central (TC):

Operating Region	AWS Data Site	AWS Backup Location
Europe, Middle East, India, and Africa	EU: Frankfurt | EU-CENTRAL-1	EU: Ireland | EU-WEST-1
Americas (US, Canada, Central and South America	USA: Ohio | US-EAST-2	USA: N. Virginia | US-EAST-1
Australia and Asia	Australia: Sydney | AP-SOUTHEAST-2	Australia: Melbourne | AP-SOUTHEAST-4
China	China: Ningxia | CN-NORTHWEST-1	China: Beijing | CN-NORTH-1

SHL utilizes the following AWS regions TC+ (iAssess) and Amcat:

Operating Region	AWS Data Site	AWS Backup Location
Europe	EU: Frankfurt | EU-CENTRAL-1	EU: Ireland | EU-WEST-1
Americas	USA: N. Virginia | US-EAST-1	USA: N. California I US-WEST-1
Australia	Australia: Sydney | AP-SOUTHEAST-2	Australia: Melbourne | AP-SOUTHEAST-4
China	China: Beijing | CN-NORTH-1	China: Ningxia | CN-NORTHWEST-1

For Saudi environment SHL utilizes BluVault for hosting, Riyadh, and Jeddah.

Data Storage Locations

The following table identifies the locations where the various SHL Client platforms store data:

Data Infrastructure			
Platform Operations and Services Delivery	SHL operates its infrastructure globally and determines the primary data storage location based on two criteria selected by the client: The on-line assessment platform **(System)**; and The geographic instance of the selected on-line assessment platform **(Region)** Please see the data storage location chart below for specifics. **IMPORTANT: This chart addresses data infrastructure and storage locations. Questions regarding processing of data for a particular client should be referred to the Legal Department.		
System	**Region***	**Server/Production Data Location**	**Disaster Recovery Location**
Talent Central	USA	USA	USA
	EU	Germany	Ireland
	CN	China	China
	APAC	Australia	Australia
	Saudi	Saudi	Saudi
MFS	USA	USA	USA
	EU	Germany	Ireland
	CN	China	China
	APAC	Australia	Australia
TC+/iAssess	USA	USA	USA
	EU	Germany	Ireland
	CN	China	China
	APAC	Australia	Australia
Insights	USA	USA	USA
	EU	Germany	Ireland
	CN	China	China
	APAC	Australia	Australia

*** For Customers in Regions not listed, Customer can select from listed Regions**

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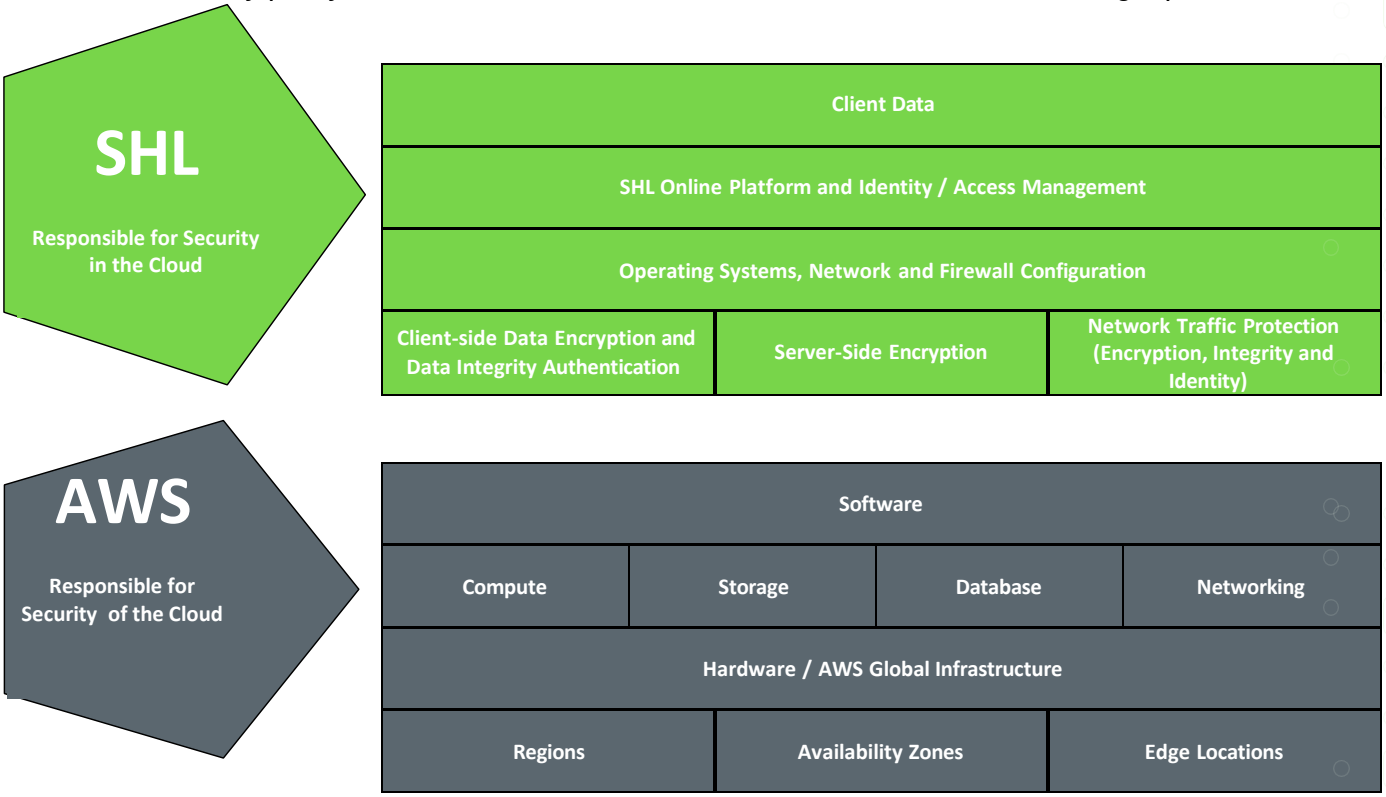
Data Centre Security

SHL utilizes Infrastructure as a Service (IaaS) from AWS to provides its assessment services via a technology infrastructure and support services that provide world class:

- Availability,
- Security,
- Reliability,
- Performance, and
- Scalability.

SHL engineers' infrastructure with reliability and availability in mind. We have redundant processing systems, databases, and networks so no single component can bring the system down. At the web service level, our redundancies allow us to sustain multiple failures before system performance degrades.

Information security policy covers awareness of threats from the environmental to the geopolitical.



For Saudi environment SHL use BluVault instead of AWS - https://cloud.bluvalt.com/#/security-compliance/

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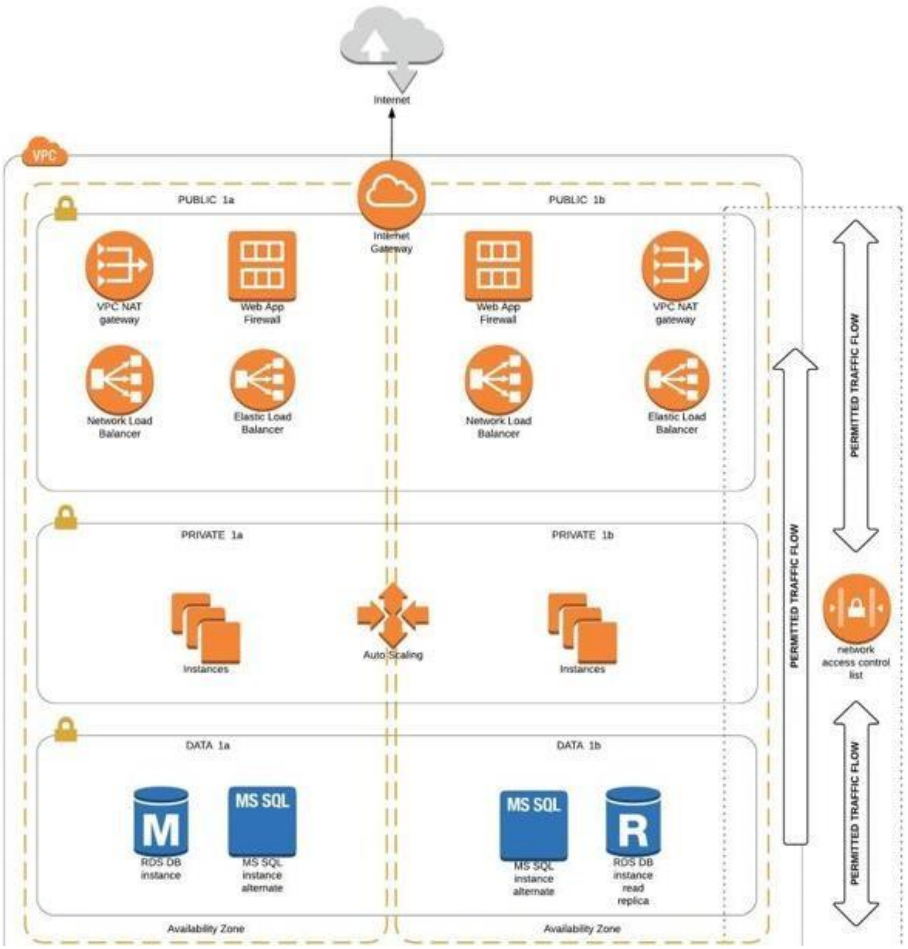
AWS Infrastructure Overview

SHL AWS configuration will comprise of a VPC (Virtual Private Cloud) with services spread across two availability zones (Amazon independent data centers) in each region. The architecture has been designed with a three-tier methodology:

- Ingress layer
- Processing Layer
- Data Layer



Customers' data is secured via encryption both at rest and in transit.

The infrastructure design has been implemented with availability and disaster recovery at the forefront, the use of multiple availability zones allows for rapid disaster recovery while maintaining high availability.

