

	Ethnicity Pay Gap Reporting	Gender Pay Gap Reporting	Recruitment & Onboarding	OKRs & Performance Reviews	Talent & Succession Planning	Engagement and Pulse Surveys
Why? why are we asking for data?						
Who? who is the target population?						
What? what data are we collecting?						
When? when will we collect this data?						
How? what mechanisms will we use to collect the data/ how will data security be assured?						
Who will use the data? who will process/ access and store the data?						
What policies are in place? what policies are in place/ need to be in place to ensure compliance with data laws and other internal policies?						