



Annual Report of the Data Protection Commissioner

1 January - 31 December 2024

REPORT OF THE DATA PROTECTION COMMISSIONER FOR 2024

Contents

Summary	2
Introduction	2
Visits to Bank/Contact with DPO.....	2
CEB Data Protection Regulations	2
Role of Commissioner	3
Role of Data Protection Officer	3
Categories of Personal Data	3
Transparency.....	4
Promotion of Awareness and Training	4
Data Protection Impact Assessments (DPIA)	4
Data Security	4
Data Breaches	5
Transfers of Personal Data	5
External Engagement and Visibility	6
Complaints	6
Conclusion	6

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Summary

This is my second report as Data Protection Commissioner, covering the year 2024. The main focus of my activity during this period has been on continuing to work with the Data Protection Officer (DPO) to ensure full compliance with the requirements of the Regulations, which are now fully in force. During the year, I did not receive any complaint from an individual data subject of non-compliance with the Regulations. Nor did I receive any report of a data breach. I believe that the Bank is substantially compliant with the high standards it has set itself in the revised Regulations and am satisfied that it has plans in place to tackle the remaining issue of data retention. Going forward, the Bank is well placed to be able to demonstrate, as a member of the Council of Europe family, that it will continue to meet the high standards expected of it in an area where the Council has been a major standard-setter.

Introduction

1. This is my second report as Data Protection Commissioner, covering the calendar year 2024. It is prepared in accordance with Article 17 of the [CEB Data Protection Regulations](#) which state that the Commissioner *shall prepare an annual report outlining her or his activities. The report shall be transmitted to the Governor and made public.*
2. The main focus of my activity during this 12-month period has been on working with the Data Protection Officer (DPO) to consolidate the progress reported in my first report, aimed at ensuring full compliance with the requirements of the Regulations, now that these are fully in force.

Visits to Bank/Contact with DPO

3. I visited the Bank's headquarters in Paris on 3 occasions. In the course of these visits, I met with the DPO, the Chief Compliance Officer and the Office of the General Counsel to discuss progress in achieving fully compliance with the Regulations. I also had meetings with the Heads of internal Audit and of Operational Risk to discuss the relevance of the protection of personal data to their respective areas of competence.
4. All assured me of their commitment to the Bank living up to the high standards of data protection set out in its Data Protection Regulations, which in turn reflect the leading role of the Council of Europe in promoting the highest standards in this area. I noted that both the DPO/CISO and the Head of Operational Risk are member of an Operational Risk Committee chaired by the Governor. I also noted that data protection was systematically considered as part of the mission of Internal Audit.
5. In the course of the year, I also had contact with the DPO on specific issues on which he sought my advice.

CEB Data Protection Regulations

6. The Regulations entered into force on 1 July 2022, following approval by the Administrative Council. The Regulations replaced an earlier system of data protection which entered into force in 2008. Article 20 provides for a two-year transition period to bring processing activities into conformity with the Regulations. The transition period ended on 30 June 2024 meaning that the Bank's compliance obligations under the Regulations are now fully applicable.
7. The Regulations provide for a comprehensive system of protection of personal data within the Bank, modelled closely on the provisions of the Council of Europe's *Modernised Convention for the Protection of individuals with regard to the Processing of Personal Data* ("Convention 108+") and the *Council of Europe Regulations on the Protection of Personal Data*. They involve a strengthening of governance arrangements for data protection, notably by replacing an internal committee with an external independent commissioner.
8. Accountability for compliance rests with *data controllers*. A *controller* is defined in Article 2 as *any administrative entity, organ, institution or authority within the Bank which alone or jointly with others has the decision-making power with respect to data processing, whether this power derives from a legal designation or factual circumstances*.

Role of Commissioner

9. Articles 15 and 16 provide for the appointment and functions of the Commissioner (DPC). Article 15.3 provides that the Commissioner *shall act with complete independence and impartiality in performing her or his functions and exercising her or his powers pursuant to the present Regulations and, in doing so, shall neither seek nor accept instructions*. Article 16 sets out that the Commissioner shall have the following functions:
 - a) *to monitor and ensure the application of the provisions of these Regulations;*
 - b) *to examine complaints from data subjects concerning alleged infringement of their rights under the present Regulations and to order remedial action as necessary;*
 - c) *to conduct inquiries into the application of these Regulations, either on her or his own initiative, or in order to examine a complaint from a data subject;*
 - d) *to formulate opinions at the request of the Data Protection Officer or a controller on any matter relating to the implementation of these Regulations;*
 - e) *to make recommendations to a controller who shall subsequently report to the Commissioner on their implementation;*
 - f) *to co-operate with national or international data protection authorities or with data protection authorities of international organisations to the extent necessary for the performance of her or his functions and the exercise of her or his powers.*
10. The Regulations provide the Commissioner with extensive powers of investigation and enforcement in relation to personal data processed by the Bank.

Role of Data Protection Officer

11. Articles 13 and 14 provide for the appointment and functions of a *Data Protection Officer* (DPO). During the period covered by this report, the DPO appointed by the Governor was Nicolas BOUGOT, who combined the DPO function with his role as Chief Information Security Officer (CISO). I am satisfied that this combination of functions meets the requirements of Article 13.2 that *the other professional tasks of the Data Protection Officer shall be compatible with their tasks as Data Protection Officer and shall not result in a conflict of interests*. Mr. BOUGOT holds a professional qualification in data protection, awarded by the University of Maastricht (as does the Chief Compliance Officer, Katherine DELIKOURA, Director of the Office).
12. The DPO provides support and advice to data controllers and data subjects to ensure correct implementation of the Regulations. The DPO also acts as the main contact point for the Data Protection Commissioner.

Categories of Personal Data

13. Article 9.8 of the Regulations imposes an obligation on each data controller to maintain a record of processing activities under its responsibility containing the following information:
 - a) *the name and contact details of the controller and, where applicable, the processor and the joint controller;*
 - b) *the purposes of the processing;*
 - c) *a description of the categories of data subjects and of the categories of personal data;*
 - d) *the categories of recipients to whom the personal data have been or will be disclosed including recipients in Member States, third countries or international organisations;*
 - e) *where applicable, transfers of personal data to a third country or an international organisation, including the identification of that third country or international organisation and the documentation of suitable safeguards;*
 - f) *where possible, the envisaged time limits for erasure of the different categories of data;*
 - g) *where possible, a general description of the technical and organisational security measures referred to in Article 6 (1).*
14. In preparation for the entry into force of the new Regulations, the DPO, with the assistance of a consultant, had drawn up a detailed Record of Processing Activity (ROPA) describing the different categories of data processed by the Bank. The DPO has arranged to have the ROPA reviewed and updated regularly.
15. The ROPA shows that the main category of personal data processed by the Bank is the data of its employees and contractors. This can include *special categories of data* as defined in Article 5, such as personal data

relating to health and to disciplinary proceedings. Other categories include contact details of persons within entities that the Bank deals with in its role as a borrower and lender of funds. The nature of the Bank's activities does not require the collection of personal data of the ultimate beneficiaries of its loans.

16. One aspect that requires some further work is that covered by Article 9.8 (f): *the envisaged time limits for erasure of the different categories of data*. The transfer of HR data to the Enterprise Resource Planning (ERP) system, planned for mid-2025, offers an opportunity to hard-wire such limits into the Bank's HR operations.
17. The Bank uses a number of external agencies to perform specialised tasks such as provision of payroll services. Each such arrangement is covered by a contract as required by Article 9.7. The DPO has carried out a review of these contracts and, in a small number of cases, has required changes to these contracts as they come up for renewal.

Transparency

18. Article 7 of the Regulations requires that a data controller *shall inform the data subject, where the latter does not already have the information, of:*
 - a) *its contact details;*
 - b) *the legal basis and the purposes of the intended processing;*
 - c) *the categories of personal data processed;*
 - d) *the recipients or categories of recipients of the personal data, if any;*
 - e) *the period for which the personal data will be stored, or if that is not possible, the criteria used to determine that period;*
 - f) *the existence of the right to withdraw consent at any time, where the processing is based on the data subject's consent, without affecting the lawfulness of processing based on consent before its withdrawal;*
 - g) *the existence of any automated decision-making, as well as the significance and the envisaged consequences of such processing for the data subject; and*
 - h) *the means of exercising their rights set out in Article 8 below, as well as any necessary additional information in order to ensure fair and transparent processing of the personal data.*
19. A comprehensive note was issued to all staff of the Bank on 27 November 2023 giving the information listed above, including the roles of the DPO and DPC. The note is also on the Bank's Intranet.

Promotion of Awareness and Training

20. Article 14.2 (j) of the Regulations assigns as one of the tasks of the *DPO to promote awareness in the Bank of data protection principles, such as rights of data subjects and obligations in the processing of personal data*. The Bank's intranet includes a page dedicated to data protection which includes guides and a video on the subject. The DPO has delivered targeted training to staff dealing with HR data, the main category of personal data processed by the Bank. He has also provided detailed advice on data security and on the use of AI tools by bank staff.

Data Protection Impact Assessments (DPIA)

21. Article 9.4 of the Regulations obliges data controllers to consult the DPO *where a type of processing of personal data is likely to result in a risk to the rights and fundamental freedoms of the data subjects due notably to the nature and volume of the data or the nature, scope and purpose of the processing* and for the DPO to consult the DPC in appropriate cases. The DPO has been heavily involved in advising data controllers in the preparation of such DPIAs and has consulted me as appropriate.

Data Security

22. Article 6 of the Regulations requires each data controller to *take appropriate security measures against risks such as accidental or unauthorised access, destruction, loss, use, modification or disclosure of personal data*.
23. In view of the sensitive nature of its activities as a bank, the CEB has strict policies governing data security. These cover areas such as access control, authentication, audit, monitoring, alarms, data storage and back up and transmission standards and environment integrity. As the DPO is also the Bank's Chief Information

Security Officer, data security is a high priority. My investigation of the complaint detailed in my 2023 report allowed me to observe the access controls and other security measures applied to HR data, the main category of personal data processed by the Bank. These controls are due to be further enhanced with the transfer of HR data to the ERP system.

Data Breaches

24. Article 6.5 of the Regulations provides that any data breach must be notified by the relevant data controller to the DPO who *shall notify, without delay, the Data Protection Commissioner and the affected data subject(s) of those data breaches which may seriously interfere with their rights and fundamental freedoms*. No such breach was reported to me in 2024.

Transfers of Personal Data

25. Article 12.1 of the Regulations provides that *the transfer of personal data outside the Bank to a recipient within a State's jurisdiction or to another international organisation may only take place where the Data Protection Commissioner finds that a level of protection equivalent to that of these Regulations, which are based on the provisions of the Convention 108+, is secured*. Article 12.2 provides that *such a level of protection can be secured by:*

- a) *the law of the State or international organisation, including the applicable international treaties or agreements, in particular the fact of being Party to the Convention 108+ and effectively implementing its provisions;*
- b) *standardised or ad hoc safeguards, approved by the Data Protection Commissioner, provided by legally-binding and enforceable instruments adopted and implemented by the persons involved in the transfer and further processing of the data, including standard contractual clauses and provisions to be inserted into administrative arrangements between public authorities or bodies.*

26. On 8 November 2022, I issued the following general authorisation, which covers most transfers of personal data outside of the Bank:
In accordance with Article 12.1 of the CEB Data Protection Regulations, and having regard to Article 12.2 (a) of the Regulations, I authorise the transfer of personal data from the Bank to a recipient where that recipient is:

- a) *within the jurisdiction of a state which is a party to Convention 108+ of the Council of Europe, provided that this Convention has entered into force or*
- b) *within the jurisdiction of a state which is bound by the General Data Protection Regulation (GDPR) of the European Union or*
- c) *within the jurisdiction of a state, or a sector within that state, in respect of which the Commission of the European Union has decided, in accordance with Article 45 of the GDPR, that the state or sector provides an adequate level of protection*
- d) *Provided always that the personal data has otherwise been processed in accordance with the provisions of the Regulations.*

27. On 12 December 2024, I authorised the transfer of personal data between the Bank and the provider of a performance management software tool based in the USA. This transfer was not covered by the general authorisation described above as the US company had not made the necessary binding commitment to comply with the requirements of the EU-US *Privacy Framework*. I granted the authorisation, taking account of the DPIA carried out by the Bank and being satisfied that the contract between the CEB and the US company included legally-binding and enforceable clauses that secured a level of protection equivalent to that prescribed by the Regulations.

External Engagement and Visibility

28. In September, I joined the DPO and the Chief Compliance Officer in Washington D.C. at the annual Workshop on Data Protection within International Organisations. Hosted by the World Bank, with the support of the European Data Protection Supervisor, this meeting proved an excellent opportunity to exchange on topics of common interest with our colleagues in other international organisations. My CEB colleagues went on to attend the annual Data Privacy Symposium of Multilateral Development Banks, also held in Washington.
29. In October, I attended the 46th meeting of the Global Privacy Assembly (GPA) in Jersey. This annual gathering of data protection and privacy commissioners addressed a wide range of topics in its open and restricted sessions as well as offering opportunities for informal networking.

Complaints

30. Article 18.1 of the Regulations provides that *any data subject may lodge a complaint with the Data Protection Commissioner if she or he considers that her or his rights under the present Regulations have been contravened*. The remaining parts of Article 18 provide that the DPC must examine the complaint and communicate her/his *reasoned findings* to the Governor who must take a decision in accordance with the findings. A complainant may appeal the Governor's decision to the Administrative Tribunal. No such complaint was submitted to me in 2024.

Conclusion

31. This, my second report as Data Protection Commissioner, continues to show an organisation that is taking seriously its responsibilities as custodian of personal data. The CEB Data Protection Regulations set the high standard that would be expected of a body that is part of the Council of Europe family, with its distinguished tradition of promoting the highest standards of data protection, viewed as part of the fundamental right to privacy. The Bank has taken the necessary steps to ensure that it is compliant with these Regulations, including ongoing work in the area of data retention. Going forward, this focus on substantive compliance will need to continue as new challenges arise in the area of data protection. The DPO, working with his colleagues in the Bank, will have my full support in this important work.