

Here’s a checklist of action points you may need to take to ensure the smooth functioning of your business’ legal operations post-Brexit.

Data Regulation

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| | Ensure that your handling of EU citizens’ personal data is GDPR compliant. |
| | Update your terminology for data reporting; data transfers to the EU will now count as international and not cross-border transfers. |
| | Appoint an EU representative if you have data that monitors the behaviour of EU residents. |
| | Assess where you receive data from the EEA and where you transfer data outside of the UK and review data compliance with each country - transfers must adhere to the 2018 Data Protection Act and existing UK GDPR laws. |
| | Review your structure for data management and transfer and implement new transfer mechanisms which allow the free flow of any EU data to the UK. |

Hiring from the EU

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| | Apply for a sponsor license if you’d like to be able to hire EU workers. |
| | Check the government’s points-based immigration system to ensure the proposed job meets the skill and salary thresholds for hiring from the EU. |
| | Check that any incoming EU employees have applied for a visa before they move to the UK to join your business. |
| | Support your EU employees’ applying to the EU settlement scheme |
| | Check potential employees’ right to work status with the government’s online employer toolkit . |
| | Train staff in handling the extra admin related to hiring from the EU. |
| | Sign up to the Home Office email updates to get the latest information on the points-based immigration system. |

Intellectual Property

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| | If you have an EU trademark, check the GOV.UK website for details of your comparable UK trademark and take a screenshot as proof of your right. |
| | Ensure your representatives before the EU’s IPO are EU-based. |
| | Consider filing any new trademarks in both the UK and the EU – international design and trademark registrations within the EU will no longer provide protection in the UK and vice versa. |
| | Ensure you have a UK-based correspondence address to start proceedings for any new patents, trademarks, or designs, with the UK IPO. |