Organizations today are rightly careful with their data. Even we cannot guarantee that we will never be hacked – that would be dishonest. That's why we built **data protection into KAIZUNO® as a design feature right from the start**. **Legal notice:** For all binding information on data protection, our official KAIZUNO® privacy policy applies exclusively. This article explains our understanding of design.

No confidential data required

We do not need or want confidential data. **Key figures, strategies, customer data or business secrets are not required for the benefit**. Public information about your organization and a description of your goals and challenges are sufficient for the system. We identify users by their first name, surname and e-mail address. It is also possible to use an alias and "team mailboxes" for users or teams. This also ensures "works council compatibility", among other things.

Implementation is done by you

KAIZUNO® is a **self-help tool** for organizational development. **The actual implementation takes place completely outside the system** – with you, with your people, according to your decisions and your IT systems. Therefore, no critical data is needed in the KAIZUNO® system.

You have a lot of data protection control

A lot of data protection lies with you as an organization. **You decide what you enter and can see what is in the system at any time**. The "tour guide" (your leadership) has the task of sensitizing the team to data protection: What information is appropriate? How do you use the system responsibly? Example: You can also enter an alibi name for your organization. The AI also alerts users if potentially sensitive or inappropriate information has been entered by mistake.

Data is mainly processed on the system itself

Calculations, evaluations, PDF creation – it all runs on our encrypted AWS server. We use external AI services for analysis, to give you inspiration and to take the reporting work off your hands – these run in Europe via private, encrypted AWS cloud connections. The AI only receives the texts – **names, dates and user information** are removed before each AI request. The data itself is stored in Switzerland.

No benchmarking database

We do not use your data for benchmarking against other organizations. Our approach is to

compare you with your own potential ("your better self") – not with other organizations. **This is also much more useful:** inspiration for your organization, your situation, your culture. Your results remain in your protected area.

Data is not sold

We do not sell data. Your organizational data is not our business model. We earn money with the KAIZUNO® system itself, not with your information.

Data can be deleted at any time

You can **delete** your **data yourself at any time** – selectively or completely. If you do not log in for a longer period of time, your data will be deleted automatically. For organizations with special data protection requirements, we also offer our own cloud solutions or on-premise installations.