

Your Data Doesn't Move. Access Does.

Data residency vs data access: the one-page map for security reviewers

Where your data lives, who can reach it, from which devices, and the evidence that proves each control.

Residency and access are two different questions.

- **Data residency** is where data is stored and processed: the systems, cloud, and region that hold it.
- **Data access** is who can view or act on that data, from where, and on what device.
- An offshore team works inside your systems. Your data stays where it is. What changes is who can reach it.
- That makes access the layer to test. An offshore team is a vendor connected into your environment, not one hosting your data.

Reviewing EU or UK personal data? The EDPB treats remote access from a third country as a data transfer, even when the data only appears on a screen. Residency alone won't close that question.

The four-layer access map

Layer	The reviewer's question	Who controls it	Evidence to request
1. Where It Lives	Does data ever leave our environment?	You. Data stays in your systems, your cloud, your region.	Data flow diagram; written confirmation of no local storage.
2. Who Can Reach It	Which named people hold which permissions?	Shared. You grant role-based permissions in your systems. Connex screens, hires, and offboards every team member.	Screening process; access revocation process
3. From Where, on What Device	Where does the work happen, and on what hardware?	Connex. Secure office-only setups for PHI and PII, biometric controlled access, secure VPN, encrypted systems.	Facility access controls, network architecture overview, device policy.
4. What Proves It	What independent evidence backs each control?	Connex. SOC 2 Type II certified, HIPAA BAA, dedicated compliance and audit team.	SOC 2 Type II report; signed BAA; audit support



How co-management splits the controls

- You decide what data the team touches, which systems they use, and which permissions they hold.
- Connex runs recruiting, employment, facilities, network security, and audit evidence as your Employer of Record.
- You keep visibility into every layer. No black box, no handoff of strategic control.

Top 4%
of applicants reach client teams

35:1
employee-to-manager ratio

98%
client retention

200+
global clients

Bring Your Questionnaire. We'll Answer It Live.

Book 30 minutes with Connex and work through every control, layer by layer, with the evidence in hand.

Schedule the Walkthrough

