



Employee Data Privacy – China

Fines and Penalties

What are the penalties for noncompliance with any applicable data protection laws?

Noncompliance with Data Privacy Laws and data breaches may lead to sanctions, fines, and penalties. The amounts are usually calculated according to the risk to which personal rights were exposed and the preventive measures taken by the data controllers, processors and sub-processors in relation to their respective role in the chain of personal data processing.

Noncompliance with Chinese data protection laws can result in the following consequences (subject

to the type of personal information concerned and the nature and severity of non-compliance):

- Tort liability
- Criminal liability
- Administrative penalties, including warnings, confiscation of illegal business earnings, and/or a fine



Personnel who are directly responsible for noncompliance, including those in charge and personal who are directly responsible, may also be liable for violations of the law.

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