



Philadelphia Partner Talks to SHRM About New Chinese Data Export Rules

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In an interview with *SHRM*, **Nan Sato** discusses how employers with operations in China could face steep penalties and even criminal charges for violating new rules for transferring employee or customer data out of the country. She encourages companies to gain a full understanding of the threshold that triggers pre-transfer government review, and she warns employers that they “must also be extremely careful about complying with the procedural requirements before any international data transfer can take place.”

She describes China’s cross-border data security and protection measures as some of the most stringent personal data privacy laws in the world given the extraterritorial reach. And Nan goes on to discuss some of the compliance steps employers must take to ensure they follow all relevant laws.

To read the full article visit [SHRM](#) (subscription required).

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