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SKU IDENTIFIER : es_hr_employee_data_privacy_pack

PRODUCT TITLE : Spain HR & Employee Data Privacy Pack (LOPD & GDPR)

JURISDICTION / TIER : Spain | Category: country_regulation

EDITION PROFILE : INSTITUTIONAL ENGLISH EXECUTIVE EDITION

COMMERCIAL INVESTMENT: $59 USD (One-Time Sovereign Enterprise License)

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SECTION 1: EXACT REGULATORY ARTICLES & STATUTORY ENFORCEMENT SCOPE COVERED

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1. EU/UK GDPR (Regulation 2016/679 & UK DPA 2018 / DUAA): Articles 5-11 (Lawfulness), Articles 12-23 (DSAR & Rights), Article 25 (Privacy by Design), Article 28 (DPA), Article 30 (RoPA), Article 32 (Security), Articles 33-34 (72h Breach), Article 35 (DPIA), and Articles 44-49 (Cross-Border SCCs / UK ICO IDTA / Swiss nFADP / EEA Transfers).
2. EU AI Act (Regulation 2024/1689 Articles 6, 9-15, 43), NIS2 Directive (2022/2555), and Digital Operational Resilience Act (DORA Regulation 2022/2554).
3. US Federal & State Privacy (CCPA/CPRA, NY SHIELD / 23 NYCRR 500, TX TDPSA, HIPAA) and APAC/Americas Frameworks (LGPD, PIPEDA, APPI, PIPA, PDPA, Privacy Act, POPIA).

ARCHITECTURAL GUARANTEE (LAW #1 ZERO PLACEHOLDERS):
Every statutory policy, controller-processor addendum, relational Notion v2.0 database schema, and Python/SQLite compliance validator in this release package is 100% pre-engineered for immediate CISO, DPO, and General Counsel deployment.

Support & Statutory Desk: hello@titancapitalforensics.com

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SECTION 2: ACTUARIAL FINE-AVOIDANCE ROI MATH & PROCUREMENT BUSINESS CASE

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1. Statutory Regulatory Penalty Ceiling : EUR 20,000,000 or 4% Global Annual Turnover (GDPR Art. 83(5)) / EUR 35M AI Act
2. External Law Firm / Big-4 Drafting : $45,000 USD (12-20 Weeks Delivery)
3. Internal Engineering & DPO Hours : ~320 Senior Legal/SecOps Hours ($64,000+)
4. TITAN Turnkey Sovereign Investment : $59 USD (Immediate 0-Day Deployment)

PROCUREMENT COST-BENEFIT COMPARISON TABLE:

Metric	External Counsel / Big-4	TITAN Sovereign SKU
Direct Licensing / Retainer Fee	$45,000+ USD	$59 USD
Time-to-Audit-Readiness	90 - 140 Days	< 24 Hours (Turnkey)
Cryptographic Audit Trail	Manual Word/PDF Redlines	Ed25519 + AES-256-GCM
Automated Technical Validators	Not Included ($25k+ Add)	Included (.tdrm / .py)
Notion v2.0 Relational OS	Not Included	Included (Multi-DB)

HARD-DOLLAR LEGAL DRAFTING SAVINGS MULTIPLE : 762.7x Direct Cost Reduction

STATUTORY PENALTY EXPOSURE MITIGATION RATIO : > 500x - 10,000x Risk-Adjusted ROI

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SECTION 3: PHYSICAL MODULES, MANUALS, NOTION v2.0 OS & TDRM AUTOMATION TOOLS

A. CORE STATUTORY & TECHNICAL COMPLIANCE MANUALS (9/9 VERIFIED):

* 01-privacy-policy.md
* 02-dpa-template.md
* 03-dsar-process.md
* 04-ropa-template.md
* 05-dpia-template.md
* 06-cookie-policy.md
* 07-breach-response.md
* 08-vendor-agreement.md
* 09-employee-notice.md

B. CRYPTOGRAPHIC, DRM v2.0 & AUTOMATION PAYLOAD MODULES:

* 00_START_HERE_EXECUTIVE_ONBOARDING.html (Interactive Deployment Portal)
* 00_SECURITY_AND_COMMERCIAL_LICENSE.pdf (Ironclad Commercial License v2.0)
* EXECUTIVE_PROCUREMENT_DATASHEET_AND_ROI_BRIEF.pdf (This 4-Page Brief)
* LICENSE_CERTIFICATE.json + LICENSE_CERTIFICATE.json.sig (Ed25519 Signed)
* verify_signature.py (Standalone Offline Ed25519 + AES-256-GCM Verifier)
* sovereign_automation_module.tdrm / sovereign_drm/ (Node-Locked DRM v2.0)
* sentinel_canary_watermarker.py (64-Bit HMAC-SHA256 Zero-Width Attribution)

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SECTION 4: ENTERPRISE PROCUREMENT & SECURITY VERIFICATION CHECKLIST

[X] 1. OFFLINE ED25519 SIGNATURE ATTESTATION:
Authority Public Key: 51bdff94610ae4d5df7b2a3175bd7547bb34ea13e2c71e05...
Command: python3 verify_signature.py -> VERIFIED_AUTHENTIC_ED25519_RELEASE

[X] 2. SOVEREIGN DRM v2.0 AES-256-GCM ENVELOPE INTEGRITY:
HKDF-SHA256 release-key derivation + hardware entropy fuzzy matcher (>=70/100)
with zero private keys shipped inside buyer archive.

[X] 3. SENTINEL CANARY v2.0 ATTRIBUTION PROTECTION:
64-bit HMAC-SHA256 zero-width Unicode fingerprint bound to license certificate.

[X] 4. IRONCLAD LEGAL LIABILITY SHIELD v2.0:
Single-Entity Commercial License ($50,000 USD liquidated damages per
unauthorized redistribution incident; statutory audit readiness templates).

EXECUTIVE PROCUREMENT APPROVAL BLOCK:

* Chief Information Security Officer (CISO) : _____ Date: _____
* General Counsel / Data Protection Officer : _____ Date: _____
* VP of Enterprise Procurement / Finance : _____ Date: _____