



Verification Services

Employee background screening: Helping you hire the right people



In today's buoyant market, it may be tempting to fill positions with the first applicant who meets your job requirements. However, taking time to find the right person for the job not only helps you increase productivity but also mitigates risk associated with negligent hiring in the event of underperformance, fraud or crime committed by an employee. Such insentiences can cause a serious harm to the brand and reputation of an organisation.

As concerns about data security gain importance, organisations are increasingly undertaking background screening of their prospective employees, vendors and strategic partners. As per KPMG International's Global profiles of fraudster report 2016, the perpetrator of fraud tends to be a male between the ages of 35 and 55 as of the fraudsters surveyed globally, 79 per cent were men and 68 per cent were between the ages of 36 and 55.

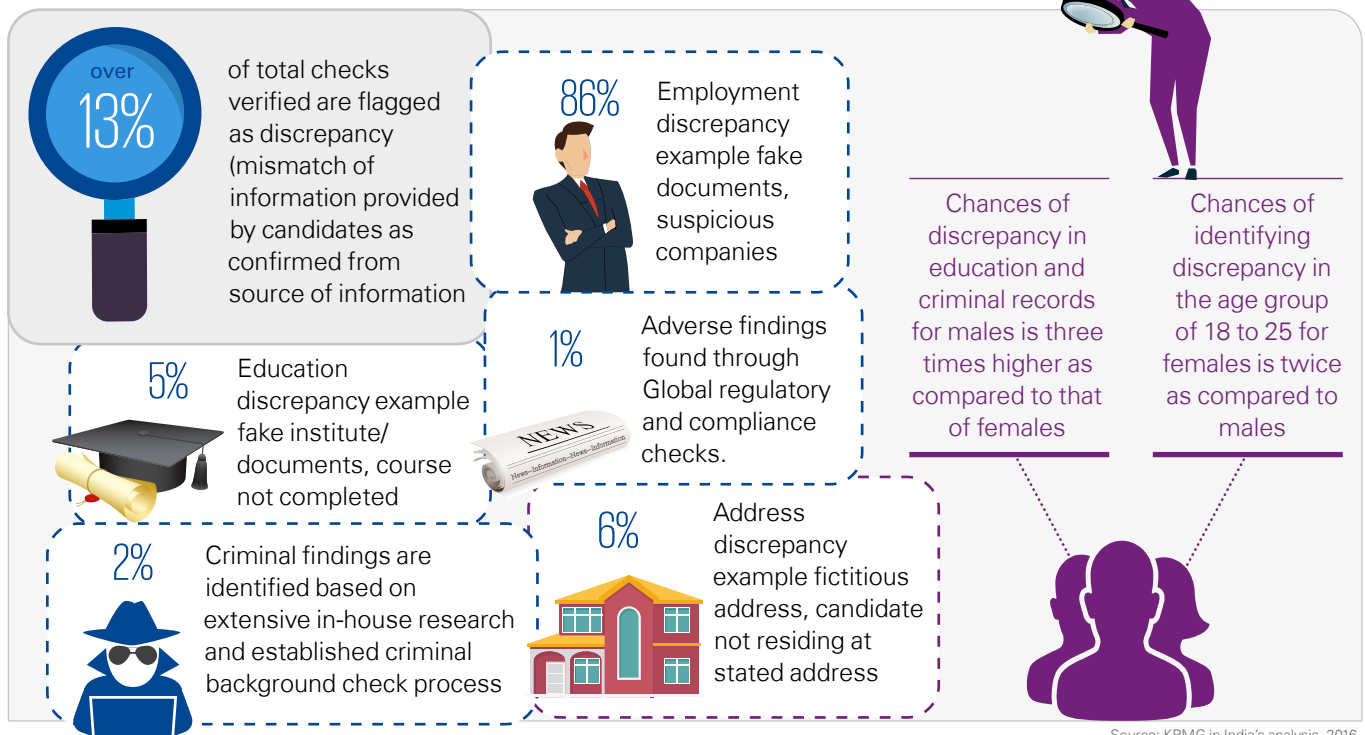
Our services

KPMG Verification Services can help you screen prospective employees across all levels in a flexible, timely and cost-effective manner through various categories of checks to suit the compliance needs of your organisation. Our services include:

Pre-employment background checks: Validation of key credentials of a candidate for employment such as; academic qualification, previous employment records, reference checks, criminal and litigation record checks, Adverse Web and Media checks, credit checks, global sanctions and regulatory database checks, substance abuse screening, etc.

Senior management due diligence: Discreet, detailed reference checks, gathering information and perceptions about the candidate through market intelligence and deep public domain searches.

Discrepancy trends



Source: KPMG in India's analysis, 2016

Our value proposition

01

Dedicated resources and global experience:

Our dedicated team of over 500 resources conduct over 60,000 checks per month covering more than 190 countries and territories across the globe.

02

Dedicated facility:

We have a dedicated 500-seater centralised operations hub located in Pune, India, to undertake background checks across global jurisdictions. This facility is ISO 27001:2013 certified from British Standard Institution.

03

Technology-backed solutions:

Our processes and technology allow smooth and streamlined services, quality deliverables and convenience as well as reduced risks to our clients. Our online application tool K-Check, supports API based integration, real time status updates and document collection thus helping in reducing operating and administrative costs across locations and geographies.

04

Compliance with the laws of the land:

We review regional and country laws/ regulations to determine which screening products may be offered in order to keep our client's business compliant.

We also have stringent processes on internal risk and compliance which in turn protects clients from any potential violations especially Foreign Corrupt Practices Act, U.K. Bribery Act, EU GDPR and Indian Prevention of Corruption Act violations



Industry recognition

- Awarded "Best Background screening service provider in Asia" for 2019 by World HRD Congress & by Asian HR Leadership Awards for 2017
- Awarded 'Best Background screening service provider' by World HRD Congress, for 2016 & 2017
- Empanelled with NSR (National Skills Registry) as a "Platinum Partner" under a NASSCOM initiative
- Founding member of Professional Background Screening Association (PBSA, formerly known as NAPBS) APAC Chapter.

Our other Forensic solutions for Human Resources

- **Exit interviews:** Detailed and independent interviews of exiting employees to gather specific information on reasons for separation which is presented using data analytics providing trends and highlighting areas of concern for the HR team
- **Ethics helpline:** Independent whistle-blower service with multilingual support, recording candid employee feedback, insights and concerns
- **Counter party/vendor verification and due diligence:** Detailed background checks on third parties including due diligence on key promoters and their credentials, verifications of business documents and licences, market references, litigations and deep public domain due diligence.

KPMG in India contacts:

Vijay Chawla

Partner and Head

Risk Advisory

T: +91 80 6833 5509

E: vschawla@kpmg.com

Jagvinder S. Brar

Partner and Head of Forensic

T: +91 124 336 9469

E: jsbrar@kpmg.com

Maneesha Garg

Partner and Co-Head

Forensic Services

T: +91 120 386 8501

E: maneesha@kpmg.com

Ankit Mishra

Partner

Forensic Services

T: +91 20 4019 4019

E: ankitmishra@kpmg.com



home.kpmg/in

Follow us on:

home.kpmg/in/social-media



The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

KPMG Assurance and Consulting Services LLP, Lodha Excelus, Apollo Mills Compound, NM Joshi Marg, Mahalaxmi, Mumbai - 400 011 Phone: +91 22 3989 6000, Fax: +91 22 3983 6000.

© 2021 KPMG Assurance and Consulting Services LLP, an Indian Limited Liability Partnership and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

KPMG (Registered) (a partnership firm with Registration No. BA- 62445) converted into KPMG Assurance and Consulting Services LLP (a Limited Liability partnership firm) with LLP Registration No. AAT-0367 with effect from July 23, 2020.

The KPMG name and logo are trademarks used under license by the independent member firms of the KPMG global organization.

This document is for e-communication only. (015_FLY0918)