

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.

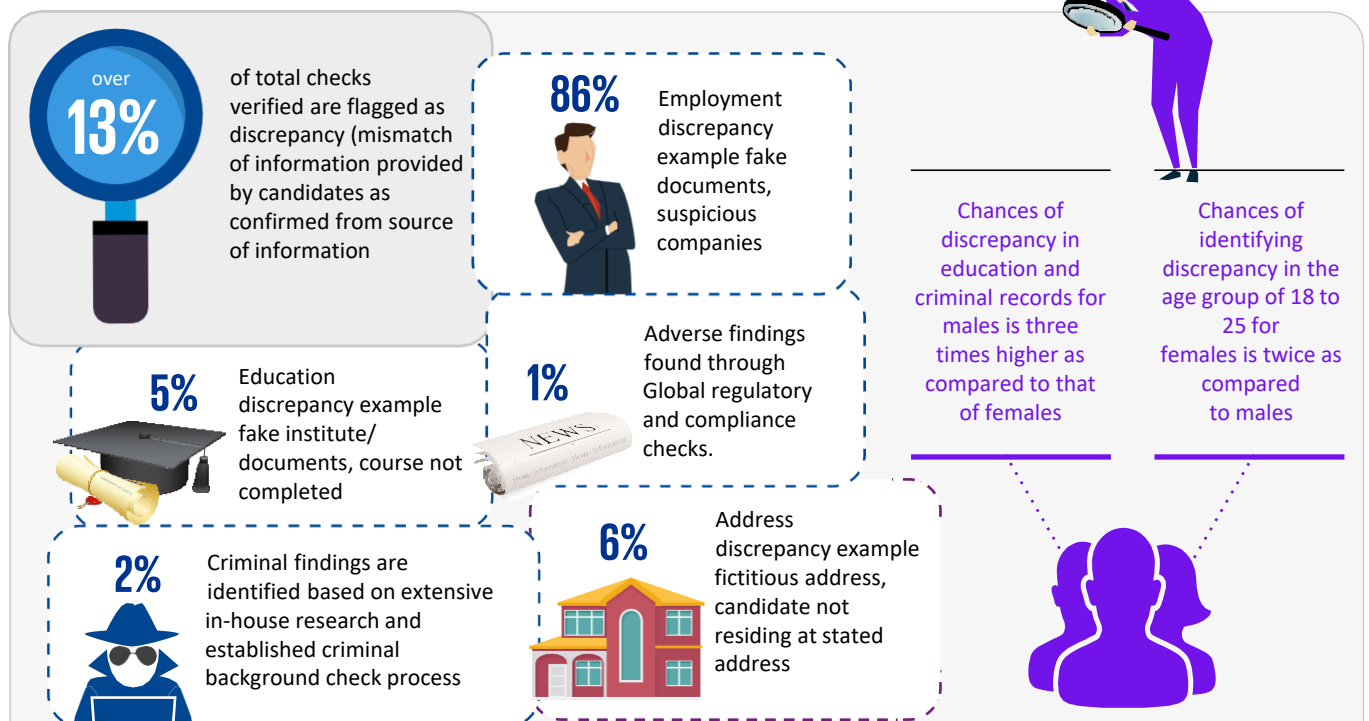
Our services

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: Technology powered verification 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 (ISMS)**, **27701 (PIMS)** & **22301 (BCM) certified** from British Standard Institution.

03

Technology-backed solutions:

Our processes, innovation on digital verification and technology platform 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 & 2023
- 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.

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