

relating to you from third party organisations for the purposes of the background checks, where they require evidence of your permission to release such information.

- The searches we conduct and the personal information we obtain from or about you as part of background checks will be used by the Employer for the pre-employment screening purposes.
- If you refuse to give any of the information we request from you directly as part of our background checks, your Employer may be unable to proceed with your engagement with them.

Transfer and Storage of your information

- For information on how the Employer will store your personal information, and for how long, please refer their privacy notice or reach out to your relevant contact at the Employer.
- KPMG Assurance is based in India and personal information gathered during the course of the background checks will be processed in India. Depending on your location, the location(s) of your Employer or any previous employer or educational facility, and any locations where you have previously resided, we may need to transfer your personal information to and from our location in India to and from any of these other locations, so that we can undertake our background checks and provide the results to the Employer.
- We will store your personal information for a period determined by the Employer in accordance with data protection laws and remove this information from our systems at the end of this period, subject to any legal requirements and professional standards to retain information.

Criminal record information

- If the Employer has requested a criminal record check, we may conduct such checks in jurisdictions where you currently reside or previously resided, through government bodies or other legally accessible sources, as applicable.
- The nature of the information contained in the results of these checks will be governed by legislation applicable in the country where the check is conducted and by the requirements of the relevant position.
- You authorise us and the Employer to take receipt of and view the results of the criminal record check. If the results are delivered to you directly, you are responsible for providing a copy of these results to the Employer on their request.

Consent to process your personal information (where applicable)

- If the Employer is relying on your consent as its lawful basis for processing your personal information for their screening purposes, depending on the laws that apply to your Employer, your consent is voluntary and you may have the right to withdraw that consent (in whole or in part). Please refer to your Employer's privacy notice for any details on how you can withdraw your consent.
- If you do not grant or withdraw your consent (in whole or in part) to the processing of your personal information, it may not be possible to carry out or complete the pre-employment background check. In this case, any personal information already collected will be removed from our systems (subject to any legal requirements and professional standards to retain information) and the Employer will be informed that the pre-employment background check could not be carried out or completed.