

Candidate Consent Form

Name of Employer: EPAM SYSTEMS

You are receiving this candidate consent form ("**Form**") because the organisation with which you are seeking employment or are a current employee (hereinafter referred to as "**Employer**") intends to obtain a pre-employment background check from KPMG Assurance and Consulting Services LLP ("**KPMG Assurance**" or "**we**"). They have engaged us for this purpose.

The purpose of this Form is to provide you with details about how your personal information will be processed and to obtain your acknowledgement and consent to our undertaking background checks.

By signing this Form, you confirm that you understand and agree to the following:

Purpose, nature and scope of processing your information

- The Employer is the data controller (or equivalent under applicable data protection laws) with respect to personal information we collect and process when we undertake background checks on behalf of the Employer. That means they are primarily responsible for ensuring that the processing of your personal information in the context of the background checks is lawful under applicable data protection laws.
- The Employer (or one of its group companies) has engaged KPMG Assurance to carry out background searches and validate information you have provided directly. The Employer decides the scope of the searches and checks we will undertake on their behalf.
- The searches and checks may include the following:
 - Education Check, e.g. by verifying your educational records
 - Employment Check, e.g. by verifying your employment history
 - Reference check, e.g. by verifying your references
 - Criminal records (see further details below)
 - Civil litigation, bankruptcy and credit checks, e.g. by verifying relevant records from credit agencies
 - Address check
 - Global sanctions database
 - Web and media search on publicly open search engines (e.g. Google) and professional networks
 - Substance abuse (drug test)
 - Identity check
- The Employer is responsible for determining the lawful basis for processing your personal information. If you have any questions regarding this lawful basis, the scope of the background checks we have been instructed to undertake, or how they will process the personal information we provide to them, please reach out to your relevant contact at the Employer.
- The consent requested in this document is separate from the Employer's lawful basis for processing your personal information. We will use your consent to procure information

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 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 to retain information) and the Employer will be informed that the pre-employment background check could not be carried out or completed.

If you have any questions about our administration of your personal information or this form, please contact us at in-fmbgvcrrequest@kpmg.com.

Declaration

I understand and agree to the contents of this form.

Signature of Candidate: _____

A handwritten signature in black ink, appearing to read 'V. Avtandilyan', is written over a horizontal line.

Print Your Name (First, Middle, Last): _____ Victor Avtandilyan

Today's Date: _____ 29.05.2024 _____

