



CRI|GROUP

Corporate Research and Investigations

ebook

EMPLOYEE SCREENING DURING COVID-19 DOESN'T HAVE TO BE COMPLICATED...

The COVID-19 pandemic is undeniable affecting the world. And the situation is changing at an hourly rate. Businesses are having to adapt quickly in order to survive, i.e. cutting steps in their hiring process, and no-one knows how this will play out. However, there are ways you can mitigate the impact, learn how with this FREE ebook.

THE RECRUITERS THAT WEATHER THE COVID-19 STORM WILL BE THOSE THAT ADAPT AS THE SITUATION UNFOLDS.

The virus is, unsurprisingly, had a huge impact on businesses and the recruitment industry is certainly not immune to that. Businesses adapted quickly in order to survive and it is very possible that the legacy of COVID-19 may forever change the nature of recruitment and the workplace landscape.

The rise in recruitment fraud is creating a number of challenges - last year it cost £23 Billion just in UK. The COVID-19 is set to cost even more. And what is particularly worrying for any HR professional is that fraud in recruitment regularly sees genuine businesses used to add legitimacy to illegal behaviour.

Background checks and necessary screenings more than ever vital to avoid horror stories and taboo tales that occur within HR, your business or even your brand - simply investing in sufficient screening can save you time, money and heartbreak. **COVID-19 is adding even more complexity and new challenges to your job:**

1

Money mule scammers specialise in hacking employer accounts at job recruitment Web sites like Monster.com and other popular employment search services. Armed with the employer accounts, **the crooks are free to search through millions of resumes and reach out to people who are in fragile situations due to COVID-19.**

2

The virus has sparked new demand for professions related to infectious diseases, according to jobs site Glassdoor, which has recorded a more than doubling of job postings with keywords related to coronavirus this month, particularly within the government, healthcare, biotech and pharmaceuticals.

[GET A FREE QUOTE NOW!](#)

ACTION POINT CHECKLIST

In general terms, the steps you need to take now relate to four categories: **Review**, **Communicate**, **Update** and **Travel**. And the the following will form a good starting point.

1. REVIEW

- Review business continuity plans and how these would be maintained if employees are suffering from coronavirus absences.
- Review existing sickness policies and procedures. Are they adequately disseminated to staff? Do they need amending?
- Review contracts of employment. It may be relevant to establish whether or not individuals can be asked to undertake different work or at different locations or at different times from the norm.
- Review your emergency procedures, e.g., if there is an infection and the workplace is closed on a temporary basis. If appropriate, carry out a test run of an emergency communication to see how robust the process is.
- Ensure contact details for all staff are up-to-date.
- Undertake a risk analysis of high-risk groups of employees, and what steps can be taken to try and reduce risks for those groups. These groups may include:
 - those who travel frequently to countries where there is currently or may well in future be a risk of infection.
 - those with health issues, such as asthma, diabetes, cancer, or those who are pregnant, who are more likely to suffer adversely if they become infected with the virus.
- Review procedures in the office for preventing the spread of the virus, e.g. increased cleaning, availability of hand sanitisers and tissues etc.
- Review planning for the possibility of large scale absenteeism. For example:
 - Identify the essential positions within the business, what needs to carry on during an emergency, and what is the minimum number of employees required?
 - Identifying employees with transferable skills so that these essential positions can always be temporarily filled.
- Considering flexible work patterns, such as employees working from home.
- Identifying those employees who have the necessary IT infrastructure to work from home (e.g., remote access to the office computer systems).

→ **Check out CRI Group Insights! Find [publications](#) including white papers and case studies.**

2. COMMUNICATE

- Identify an appropriate person as spokesperson/communicator of updates on policies etc., with appropriate credibility.
- What, if anything, is said about absence from work for reasons other than ill-health, e.g., where an office is closed?
- Assuming the employer has a health and safety committee, have there been any discussions with that committee about COVID-19 and its potential impact? If there is no such committee, the employer may want to consider setting one up.
- Communicate as a matter of urgency with the high-risk groups identified in any risk review to ensure they are aware of their high-risk status and the measures that are being taken to assist.
- Ensure managers are aware of the relevant workplace policies.
- Consider issuing guidance to employees on how to recognise when a person is infected with the coronavirus. What are the symptoms, and what should one do if one is taken ill at home or at work? It is also important to emphasise that individuals may not recognise that they have the virus and so may not be exhibiting symptoms. Employees should be informed of the reporting procedure within their employer if they have a potential infection as well as any official reporting process.
- Provide advice to encourage individuals to take a degree of responsibility for their own health and safety and to slow the spread of the virus. For example, advice on handwashing and use of sanitiser gels, coupled with a willingness to self-identify where it is possible that individuals have come into contact with individuals with the virus, have become infected themselves or have returned from private travel abroad to an area which turns out to be affected by the virus.
- Make clear that where staff are ill, they must not come to work regardless, i.e. “struggle through”.

3. UPDATE

- Initiate a system to keep up-to-date, especially given the speed at which infection is spreading.
- Consider establishing a committee on the employer’s side to coordinate responses and engage with any staff consultative forum, and with particular responsibility for staying up-to-date with public health updates.
- How will employers communicate to employees regular updates on the coronavirus and its spread? As news develops, it is extremely important for an employer to be issuing fact based updates, to avoid the possibility of fear being used by worried employees to make decisions about whether or not to come to work, whether to travel abroad, etc.
- Who will have the authority to determine changes to policy and issue any new communications to staff?

4. TRAVEL

- Log employee travel before it is booked and check against the latest travel protocols.
- Ensure staff know that this applies to personal travel as well as business travel.
- Encourage staff to tell you if close family members with whom they share a house are travelling to infected areas.
- Replace face-to-face meetings (especially those involving travel) with video conferences, telephone conferences, etc.
- Consult/communicate about whether to encourage varied work patterns to avoid travelling on public transport at rush hour.

→ Want to know the most important factors in the hiring process? Download our [“Top 10 things every organisation should know about background checks” infographic](#)



Get answers to frequently asked questions about background checks / screening cost, guidelines, check references etc. This eBook of compiled list of background screening related questions taken as a whole, is the perfect primer for any HR professional, business leader and companies looking to avoid employee background screening risks. It provides the tools and knowledge needed to make the right decisions.

[READ MORE](#)

[DOWNLOAD NOW!](#)

BACKGROUND SCREENING ESSENTIAL CHECKS

Pre-employment background checks should dig deep enough (within the rules of local laws and regulations) to assess every detail of a job candidate's claims and credentials, to confirm that the claims match with the facts. **CRI Group's team of experts examine all of the following details of a potential employee:**



IDENTITY:

Some job candidates will actually fabricate a new identity, especially if they have something to hide. Proper screening can verify name, addresses, phone numbers, national ID numbers and other identifying information to confirm that they are who they claim to be.



EDUCATION & CREDENTIALS VERIFICATION:

Verification is needed to confirm school grades, degrees and professional qualifications.



CRIMINAL HISTORY:

International criminal records searches are critically important, and should include any convictions for the applicant in the requested jurisdictions.



PREVIOUS EMPLOYMENT VERIFICATION:

Background checks will verify past employers, locations of past employment, dates employed, salary levels, reasons for leaving, position titles, gaps in employment history and pertinent contact information.



CREDIT CHECKS & BANKRUPTCY CHECKS:

As permitted by local laws, financial and credit history should be reviewed, as fraud statistics have shown financial distress to be a key red flag for fraudulent behavior. Has the candidate claimed bankruptcy? Have they dissolved prior companies or are they faced with debtor filings?

→ How well do you know the people you invest in? [Check out our brochure and find out now!](#)

6 STEPS FOR GOOD PRACTICE

There are a number of key good practice points that you will want to consider in connection with COVID-19 (across all jurisdictions):



1. KEEP UP-TO-DATE WITH ACCURATE INFORMATION

It is difficult for any leader to make business decisions based on rumors, assumptions and “fake news”. Therefore, it is important that you stay up-to-date with accurate information and facts. You should monitor official sources, including government advisories and the [World Health Organization \(“WHO”\)](#) website, and check that the information they receive is factually correct.



2. KNOW WHERE YOUR EMPLOYEES ARE & WHERE THEY HAVE BEEN

You cannot keep your team out of harm’s way if you do not know where they are and where they have been. As outbreaks of COVID-19 occur in various parts of the world, keep track of which of your employees could be at risk.



3. COMMUNICATE WITH YOUR EMPLOYEES

Communicate openly and often with your team so that they have the information they need to help keep themselves educated and updated about the coronavirus. Do not assume that all employees will educate themselves or have access to the same sources of reliable information. Putting everyone on the same page will help you and everyone else move together in a timely manner as a business. Open and timely communication will help build trust and reduce the spread of rumors that may cause anxiety in the workplace.



4. PROVIDE A SAFE PLATFORM FOR EVERYONE TO RAISE CONCERNS

Give everyone a safe platform where they can raise concerns on all aspects related to work, from mental health to the risk of having contracted COVID-19. This is not just good employee relations, but early detection and doing something about it can help to reduce the spread of the virus. It is one thing to have an employee assistance plan and ask team members to report issues, but if those who report are stigmatised or treated with contempt, people may be deterred from reporting. There may be nervousness and anxiety in the workplace, and possibly even conflicts, given concerns about the virus. Employees should be given avenues to communicate such anxiety to their employer, so that concerns are addressed earlier and do not balloon into bigger issues.



5. IF YOU CAN BE FLEXIBLE, THEN BE FLEXIBLE

You should understand that this is a time of stress for all parties, including employees. Recognise that people will have different needs depending on their circumstances (e.g., those with school-age children may need more time off as school classes are suspended). This time of uncertainty will pass but employees will remember how you treated them long after the threat of the virus has disappeared. A disgruntled employee may try to make it known to the world how badly their employer treated them. This may affect the employer’s brand and ability to attract and retain talent. You may then have to wait for another crisis or challenging time to get the opportunity to prove yourself as a good employer.



6. ONE SIZE MAY NOT FIT ALL

While consistency in treatment is generally to be favored, be conscious that one size may not fit all. For example, “work from home” or remote working may not work for everyone. The implementation of general directives should be checked against legal obligations under the contract of employment and local law.

11 STEPS TO REDUCE PERSONNEL COSTS

In light of COVID-19, businesses are facing a myriad of issues to be managed in order to cope with the pandemic and the effects of lockdowns imposed by regulators around the globe. One of the most crucial challenges is the avoidance of a liquidity squeeze. In that context, short-term measures available to reduce personnel costs whilst maintaining workforce need to be considered. Businesses and employers exploring options to save liquidity by HR measures. **The following is meant to provide a brief overview of practicable options for immediate reduction of personnel costs - avoiding lay-offs which might create structural problems in the world post COVID-19.**

1

CUT WORKING HOURS & APPLY FOR GOVERNMENT SHORT-TIME ALLOWANCES OR EMPLOYMENT SUPPORT SCHEMES

2

DISCONTINUATION OF USE OF EXTERNAL WORKFORCE

3

TERMINATE EMPLOYEES DURING THE PROBATIONARY PERIOD

4

REIMBURSEMENT OF PERSONNEL COSTS IN CHILD CARE SITUATIONS

5

SUSPEND OR REDUCE BENEFITS BASED ON COLLECTIVE AGREEMENTS

6

SUSPEND VOLUNTARY SOCIAL BENEFITS

7

SUSPEND OR REDUCE VARIABLE SALARY COMPONENTS

8

REDUCE SALARIES

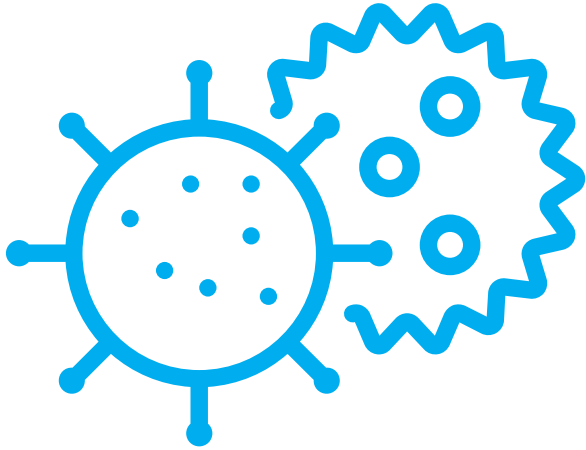
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CONCLUDE UNPAID LEAVE AGREEMENTS

10

TERMINATE OR REDUCE COMPANY PENSION BENEFITS

TAKE ACTION NOW! GET YOUR FREE QUOTE HERE!



COVID-19 GENERAL ADVICE

Advise your staff to stay at home if they are sick. It would be a wise precaution to send home, at the earliest opportunity, any employees who are displaying flu-like signs/symptoms since retaining sick employees in the confines of a workplace will increase the likelihood of further spread of the disease to the workforce.

If your workforce can safely work from home, then this should be encouraged across the business. Remote electronic working, will reduce face-to-face meetings. If not possible, as a practical precaution implement a culture of video-conferencing or teleconferencing.

→ **COVID-19 is impacting how your team works, and as your workforce workd from home their security and your business is at stake. Learn more [“COVID-19’s impact on Cyber security: is your team safe?”](#)**

Throughout the pandemic, your workforce will likely be depleted. In these circumstances, it is important to ensure that appropriate training is given to any remaining workers who may be required to carry out unfamiliar tasks. You may also need to review risk assessments and apply the necessary control measures to take account of the reduced workforce and the remaining pool of skills available to maintain your business. Young workers and pregnant workers are particular categories of an employee to be borne in mind in any temporary reorganisation of this sort. They should not be substituted into inappropriate work.

→ **COVID-19: Background Screening More Critical Than Ever? [Find out why here!](#)**

You may need to think about extra precautions if workers, who normally work in a group, are required to work alone or in a remote location – such a scenario might even need to be suspended until you have a sufficient complement of staff. Certainly, the risks should be reassessed, and appropriate control measures put in place.

Many people work in large open plan offices or workshops that are equipped with air conditioning systems. Although there may be some advantages in switching off an air conditioning system, the overall effect would be to create more static air which may result in discomfort and ill health effects. The main advantage of air conditioning is that it has a dilution effect on stale/contaminated air and also provides a more comfortable environment overall. HSE's advice is, therefore, to continue running any air conditioning system already provided for the workspace.

→ **COVID-19 increased identity theft cases, [here are 7 steps to lessen your risk!](#)**

There may be some situations where it will be advisable for a worker to wear a mask, and the following information will help you decide.

DOES MY WORKFORCE NEED TO WEAR A MASK?

The general advice is that if an individual is ill, or thinks they are ill, then they should stay at home. This will contribute to maintaining a healthy workforce, and therefore it should not be necessary to wear a mask in most workplaces.

→ **Fraudsters are preying on fear and confusion, [learn how here!](#)**

WHAT ABOUT WORKERS WHO REGULARLY COME INTO CONTACT WITH THE PUBLIC?

To help prevent the spread of infection, the Department of Health recommends that people who are ill stay at home and suggest that relatives, neighbours etc. collect food, medicines etc. for them. This measure should help limit the number of symptomatic individuals in public places. Therefore it should not be necessary for workers to wear masks routinely when in contact with the general public. There may though be some situations when it will be advisable for a worker to wear a mask.

→ **COVID-19 has challenged leaders around the globe! [Find out what are the top risk management concerns and how important is leadership now!](#)**

Such a situation will depend on the nature of the work, where it is to be carried out and the outcome of the risk assessment that should, amongst other things, gauge:

- Whether it is reasonably foreseeable that workers may come into close contact (typically about a metre) with symptomatic members of the public during their work;
- If workers are likely to encounter symptomatic members of the public, whether any measures can be taken to minimise contact. For example, in a healthcare setting, it is highly likely that contact with the public (patients) will include persons who have symptoms of influenza. But in a sports/leisure facility, for example, people using the facilities are

HOW IS RISK MANAGEMENT EVOLVING TO TACKLE MODERN CHALLENGES?

Risk management's profile is rising and evolving to become an integral part of the business. No longer simply a siloed middle-office function, risk is moving into the front office and becoming key to conducting business.

→ Debugging fears that paralyse fraud prevention [HERE!](#)

As COVID-19 impacts not only lives but the global economy, there's a greater need for more streamlined, integrated risk management processes that work in harmony throughout the organisation, draw on a single source of data and deliver a complete view of risk.

→ Find out more about "[How Risk Management and Due Diligence Interlock](#)"

At the same time, the risk function is exploring new ways to do more with less, especially when it comes to supporting complex risk metrics. Over the past decade, for regulatory compliance and competitive advantage, many organisations were quick to adapt. You should be looking to do the same. Calculating risk with greater accuracy can help improve your bottom line.

→ Mitigating risks is more important than ever, so don't let the [dominoes fall... with our new Third-Party Risk Management \(TPRM\) certification...](#)

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very unlikely to have symptoms of influenza because people with flu do not generally take exercise;

- the duration and frequency of contact with members of the public.

COVID-19 viruses spread mainly through droplets of respiratory secretions in the air (i.e. coughing and sneezing). COVID-19 also spreads through hand/face contact with surfaces contaminated with such secretions. Masks can provide a physical barrier if properly covering mouth and nose and be used in combination with good personal hygiene.

WHOSE RESPONSIBILITY IS IT TO PROVIDE MASKS?

It is the employer's responsibility to provide advice on the use of masks for workers in general. Whether a mask will be required will depend on the nature of the work and the outcome of your risk assessment for the workplace.

WHAT TYPE OF MASK SHOULD I ADVISE THAT OFFERS THE HIGHEST LEVEL OF PROTECTION?

Many types of mask available will offer different levels of protection. Whilst the choice of facemask rests ultimately with you as an employer, based on the results of your risk assessment, as a general guide, fluid repellent surgical masks will suffice as a barrier to large projected droplets that are regarded as the main route of transmission of COVID-19.

→ **Do you know how to prepare a risk assessment? [Learn more with our "Risk assessment breakdown: Identification, Analysis, Evaluation"](#)**

They are also a practical and pragmatic measure for workers not normally used to wearing a mask whilst at work. FFP3 masks are only needed for high-risk situations, where exposure to aerosols is considered significant, (i.e. healthcare workers engaged in medical procedures).

→ **COVID-19 has prompted innovative leadership! [Find out how now...](#)**

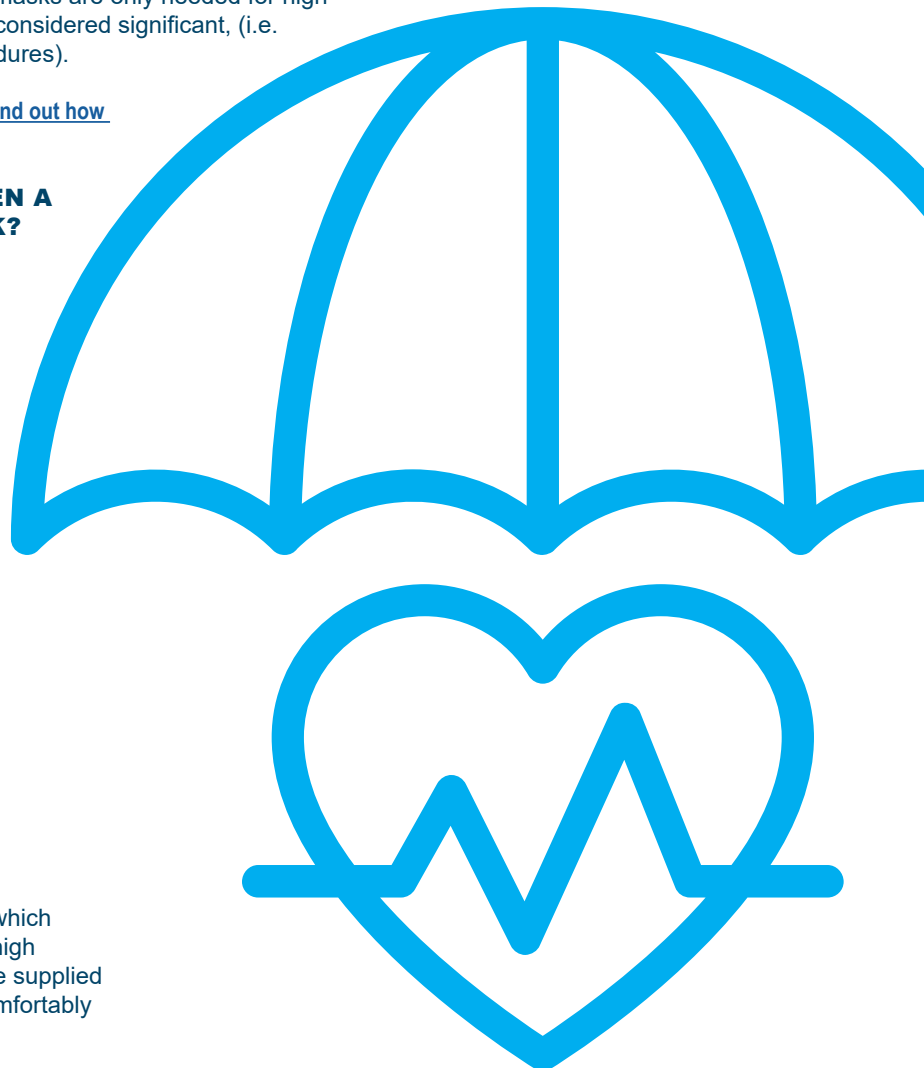
WHAT IS THE DIFFERENCE BETWEEN A SURGICAL MASK AND A FFP3 MASK?

Surgical masks are plain masks that cover the nose and mouth and are held in place by straps around the head. In healthcare settings, they are normally worn during medical procedures to protect not only the patient but also the healthcare worker from the transfer of microorganisms, body fluids and particulate matter generated from any splash and splatter.

Whilst they will provide a physical barrier to large projected droplets, they do not provide full respiratory protection against smaller suspended droplets and aerosols. That is, they are not regarded as personal protective equipment (PPE) under the European Directive 89/686/EEC.

→ **Do you want to be an effective leader? [Learn more with our "Effective leadership during COVID-19: a guide for leaders!"](#)**

A filtering facepiece (FFP3) device is a mask which is certified to the PPE Directive. It provides a high level of filtering capability and face fit. It can be supplied with an exhale valve so that it can be worn comfortably over a fairly long period.





HELPING YOU MAKE INFORMED, SOUND DECISIONS

Risk management is a full-time, ongoing endeavor for organisations in today’s business world, and it poses constant challenges. Unfortunately, fraud, bribery and corruption are major factors affecting businesses and agencies of all sizes and industries. Being proactive against these risks can mean the difference between success and ruin.

The “*Risk Management & ABMS Playbook*” provides tools, checklists, case studies, FAQs and other resources to help you lead your organisation into better preparedness and compliance. Our experts share their own plays to help you reduce risk, thereby preventing and detecting more fraud. The first section address risk management directly: proper third-party due diligence and critical background screening take center stage for this game plan. Section two tackles bribery and corruption, with tried-and-true measures you can implement to stay better protected and in compliance with strict laws and regulations.

[READ MORE](#)

[DOWNLOAD EBOOK NOW](#)

It will provide an effective barrier to both droplets and fine aerosols and is the type recommended particularly for people in the healthcare sector dealing with symptomatic patients undergoing treatment where aerosols are likely to be generated. There are also filtering facepieces FFP1 and FFP2 available, but these provide less respiratory protection than a properly fitting FFP3 device.

DO ANY SPECIAL MEASURES NEED TO BE TAKEN WHEN FITTING SURGICAL MASKS AND FFP3 MASKS?

For surgical masks, the main requirement is that people should ensure that these fit as well as possible onto the face, especially around the nose and mouth, particularly taking account of the manufacturer's instructions. FFP3 masks should be fitted with care to ensure that they fit as well as possible onto the face, especially around the nose and mouth, particularly taking account of the manufacturer's instructions. HSE guidance recommends that these masks are fit-tested, in advance, to ensure that they can fit the wearer. It may be advisable to have more than one make of mask available as some masks may provide a better fit for some people than others.

HOW LONG SHOULD MASKS BE WORN BEFORE THEY ARE REPLACED?

Masks should only be worn once. The frequency with which they are changed will depend on the nature of the duties being undertaken as well as taking account of the manufacturer's instructions. In the healthcare setting, the replacement of masks will be governed by the requirements of infection control procedures.

WHAT OTHER PROTECTIVE MEASURES SHOULD I IMPLEMENT AS HR?

Workers should adopt good working practices and not rely solely on personal protective equipment as a means of protection. They need to adopt sensible hygiene measures by washing their hands thoroughly and more frequently than normal and avoiding unnecessary hand to mouth or hand to eye contact.

DO PHYSICAL BARRIERS PROTECT MY WORKFORCE FROM COVID-19?

If a worker is working in an area where they are separated from other people by barriers such as glass screens etc., then this will act as a physical barrier to COVID-19 transmission. For example, workers who deal with the public from behind glass screens (e.g. in a bank) could not be regarded as being likely to be sneezed or coughed upon by a member of the public, even if they were to have symptoms.

→ [Sign up for these and more news on risk management, compliance, corporate and background investigations, business intelligence and due diligence related news, solutions, events and publications.](#)



REMOVE ANY DANGER TO YOUR BUSINESS EVEN IN THIS PERIOD OF ECONOMIC & SOCIAL DURESS

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Firms spend years, thousands, even millions to brand their products and services and one bad hire can cause loss of capital and reputation to an extent that may bring a business to fail. A robust pre-employment check can help you and your company:



Comply with mandates created by state or federal law for certain industries Increase retention



Increase productivity - help your employees be more productive knowing that everyone employed by your company has been screened



Reduce turnover & training costs



Avoid loss of goodwill



Reduce employee related problems



Protect company reputation/ brand & customer relations



Avoid violence in the workplace (threats of violence & actual violence)



Reduce theft & espionage



Set your company apart & win more business



Avoid lawsuits & the costs associated with the defence



Gain competitive edge through the hiring of better people



Reduce negligent hiring claims

WE COMBINE SPEED WITH INDUSTRY EXPERIENCE & SERVICE-ORIENTED APPROACH. OUR EXPERTS CAN ACT ON YOUR BEHALF, SUPPORTING YOUR BUSINESS WITH LEGAL & REGULATORY COMPLIANCE.

EmploySmart™, a robust new pre-employment background screening service to avoid negligent hiring liabilities. Ensure a safe work environment for all in this difficult time - EmploySmart™ can be tailored into specific screening packages to meet the requirements of each specific position within your company. We are a leading worldwide provider, specialised in local and international employment background screening, including pre-employment screening and post-employment background checks.

→ How well do you know the people you invest in? [Check out our brochure and find out now!](#)

FRAUD FACT: Nearly a quarter of companies don't do any pre-employment screening, which should be a concern to their business leaders and their own employees. Having screened employees means having a safer, more secure work environment. *Source: CRI Group survey, 2019.*

TIP FOR SUCCESS: Previous employment verification and criminal history screening are top needs for employers, followed by academic verification, name/DOB/identity checks, address verification and pre-employment credit checks. *Source: CRI Group survey, 2019.*

TAKE PART OF THE SURVEY NOW!

Your opinion matters! Participate in the background screening survey now and let us know how COVID-19 and WFH has affected your business.

[TAKE THE SURVEY](#)

FAST & ROBUST PRE-EMPLOYMENT CHECKS/ BACKGROUND CHECKS IN A TIME OF CRISIS

We provide a full (and quick) in-depth background screening service for candidates and employees at all levels - from senior executives through to shop-floor employees i.e registered nurses, communications associates, social workers, project managers and technicians:

- ✔ Address Verification (Physical Verification)
- ✔ Identity Verification
- ✔ Previous Employment Verification
- ✔ Education & Credential Verification
- ✔ Local Language Media Check
- ✔ Credit Verification & Financial History
(where publicly available)
- ✔ Compliance & Regulatory Check
- ✔ Civil Litigation Record Check
- ✔ Bankruptcy Record Check
- ✔ International Criminal Record Check
- ✔ Integrity Due Diligence ... and more.

REMOVE ANY LEGAL IRREGULARITIES IN A TIME OF UNCERTAINTY

COVID-19 is a global crisis and as such you probably need to outsource international hire. You will need to check if they have the right to work in the region you are recruiting for. **You are subject to statutory penalties** if you employ foreign nationals who don't have the correct visas. You will need to request criminal records checks depending on the role you are recruiting, for such as roles with children or vulnerable people which are highly regulated - and all of these differ from country to country.

CRI Group carry the burden of knowing the laws, so we can assist you with staying compliant and helping you to make the best decisions for your company's needs. **We have established an interdisciplinary team of experts in employment law, best practice and data protection.**

We can manage your employment background screenings across borders for you! Country by country, we have documented the different approaches to employment screening, ensuring we operate in harmony with local culture and within the limitations of local legislation. With extensive local language capabilities, flexible working patterns and time-zone intelligent workflow, we provide a comprehensive and fully compliant global screening service.

At CRI Group, we specialise in employment screening, working as trusted partners to HR and recruiting managers of corporations and institutions across the world. Our people work with energy, insight and care to ensure we provide a positive experience to everyone involved – clients, reference providers and candidates.

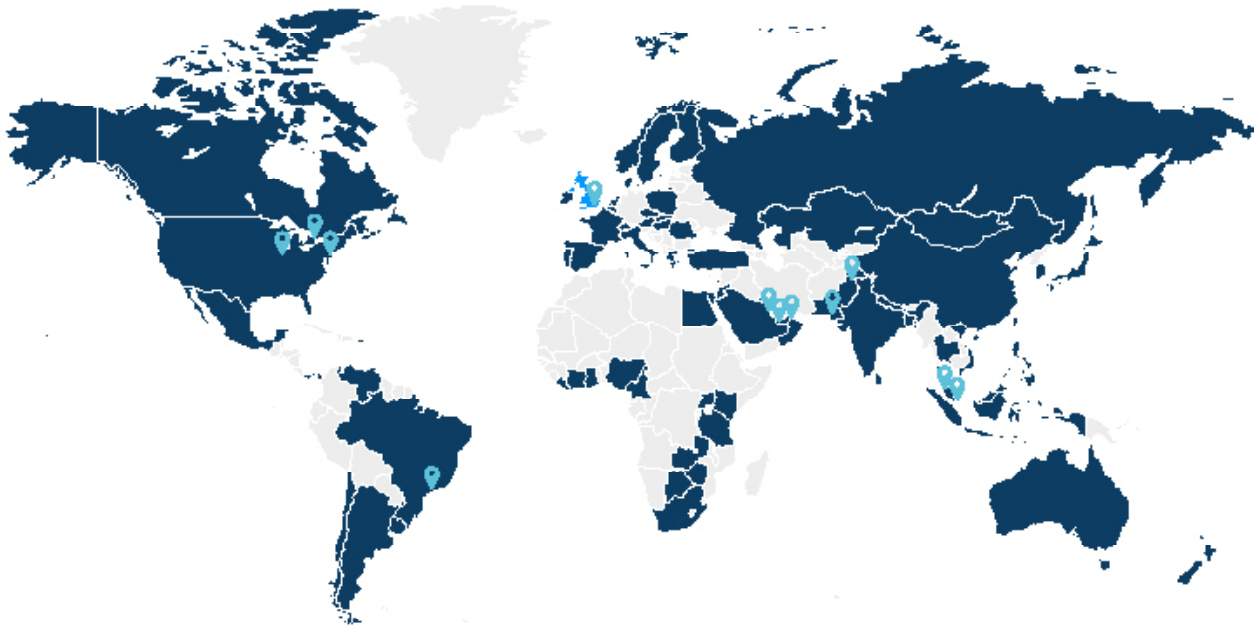
CRI's unique identity and vision evolved from our fundamental desire to support our clients and their candidates. We have a passion for screening and a simple belief in setting new standards. These qualities fuel our commitment to excellence and drive our culture.

Safeguard data security and integrity with EmploySmart™, while our experienced teams focus on human conversations and interactions. Together, they deliver an outstanding screening experience.

Our EmploySmart™ background screening services expose vulnerabilities and threats within your organisation and can significantly reduce business and financial crime, fraud and malpractice within your workplace. We provide a host of professional services to HR managers representing significant corporations worldwide. CRI Group is trusted by the world's largest corporations and consultancies - outsource your employee due diligence to an experienced provider and you will only ever have to look forward, never back.

Since 1990, Corporate Research and Investigations Limited "CRI Group" has safeguarded businesses from fraud and corruption, providing insurance fraud investigations, employee background screening, investigative due diligence, third-party risk management, compliance and other professional investigative research services. CRI Group's expertise will add to the diverse pool of business support services available within your region.

WE CAN 'TURN THE TIDE' ON CORONAVIRUS CRISIS TOGETHER!



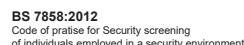
OUR GLOBAL COVERAGE

Within our global network, we work with companies across the Americas, Europe, Africa, and Asia-Pacific, as a one-stop **international Risk Management, Background Screening and Due Diligence solutions provider**. We have the largest proprietary network of background-screening analysts and investigators across the Middle East and Asia.

Our global team of assets have unrivalled experience across local geographies and are capable of navigating not only the automated and transparent developed world-systems but also the mostly off-line processes required in many emerging markets. As a result, we work both directly for clients and as a discreet white-labelled supplier to some of the world's largest risk management consultancies.

MEMBERSHIPS, CERTIFICATIONS & AWARDS

CRI Group always seeks the highest level accreditations, certifications, and maintains relationships with leading global organisations in the fields of due diligence, fraud investigation, forensic accounting and more to ensure the best quality of the services.



GLOBAL. EXPERIENCED. INTEGRAL.

WHY CRI GROUP?

Since 1990, Corporate Research and Investigations Limited “CRI Group” has safeguarded businesses from fraud and corruption, providing [insurance fraud investigations](#), [employee background screening](#), [investigative due diligence](#), [third-party risk management](#), compliance and other professional investigative research services. CRI Group’s expertise will add to the diverse pool of business support services available within your region



WHY WORK WITH US?

- ✓ CRI Group has one of the largest, most experienced and best-trained integrity due diligence teams in the world.
- ✓ We have a flat structure which means that you will have direct access to senior members of staff throughout the due diligence process.
- ✓ Our multi-lingual teams have conducted assignments on thousands of subjects in over 80 countries, and we’re committed to maintaining and constantly evolving our global network.
- ✓ Our solutions are easily customisable, flexible and we will tailor our scope to address your concerns and risk areas; saving you time and money.
- ✓ Our team of more than 50 full-time analysts is spread across Europe, Middle East, Asia, North and South America and is fully equipped with the local knowledge to serve your needs globally.
- ✓ Our extensive solutions include due diligence, employee pre & post background screening, business intelligence and compliance, facilitating any decision-making across your business no matter what area or department.



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Zafar, Group CEO of Corporate Research and Investigations Limited (CRI Group), has been building a 30 years’ career in the areas of anti-corruption, fraud prevention, protective integrity, security, and compliance. Possessing both industry expertise and an extensive educational background (MS, MSc, CFE, CII, CIS, MICA, Int. Dip. (Fin. Crime), CII, MIPI, MABI), Zafar Anjum is often the first certified global investigator on the scene when multi-national EMEA corporations seek to close compliance or security gaps.

**Global Leader in Risk Management,
Background Screening & Due Diligence Solutions**



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