



vero

EMPLOYMENT SCREENING



WE ARE VERO

Vero'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. Part of our DNA, these qualities fuel our commitment to excellence and drive our culture.

In an increasingly digitised world, our innovative systems safeguard data security and integrity, while our experienced teams focus on the human conversations and interactions. Together, they deliver an outstanding screening experience.

A COMPLETE RANGE
OF SERVICES

vero

Our screening services cover the entire employee lifecycle, from recruitment to leavers references. We help you establish right to work and suitability for employment, including criminal record checks.

Services

EMPLOYMENT SCREENING

Our screening service is swift and effective, giving you the tools you need to:

- ✓ **VOUCH** for the honesty and experience of your employees
- ✓ **PROTECT** the security of your data and systems
- ✓ **COMPLY** with professional standards in your industry
- ✓ **MINIMISE** risk and prevent damage to your reputation
- ✓ **FOSTER** a culture of integrity and transparency

While the process is designed to be prompt and accurate, we know it must also be thoughtful. Our professional and approachable team treat every candidate with care and discretion to ensure they develop a positive impression of their future employer.

BS7858 SECURITY SCREENING

Jobs involving responsibility for the safety of people, goods or property require the UK pre-employment screening standard BS7858. This standard is recognised by the Security Industry Authority (SIA) and endorsed by relevant trade associations. Vero is an accredited BS7858 provider and holds the National Security Inspectorate Silver Guarding Badge.

CRC (CRIMINAL RECORD CHECKS)

We are registered with both Disclosure Scotland and the Disclosure and Barring Service to process Basic, Standard and Enhanced criminal record checks (or 'disclosures') in the UK. Outside the UK, the availability of these checks varies from country to country. We always use the official issuing body, where one exists. Otherwise, court record searches or subject access requests can be offered as the nearest equivalent alternative.

REFSURE: LEAVERS REFERENCING

When a member of staff leaves your employment or perhaps applies for a mortgage, you may be approached for a reference. Our Refsure product is able to generate an instant, automated and tailored response on your behalf, relieving the burden from your HR team.

RIGHT TO WORK

Our basic RTW solution helps you to meet UK Visas and Immigration (UKVI) regulations by verifying identity and travel documents. This can be a stand-alone service or integrated into our pre-employment screening model.

If you need RTW checks to be conveniently and consistently applied across a multi-site organisation, we provide an enhanced solution. This enables documents to be captured via a mobile app at the point of interview; documents are then securely stored until you've selected a candidate and wish to proceed with their check.

Our next generation web and mobile technology is developed in-house. We adapt and integrate our systems to meet your specific business needs, and continuously monitor industry developments.

Technology and Information Security

Our online screening questionnaire has been designed to gather information quickly and accurately and we've designed our interface to be easy to use on a desktop or mobile. Clients who are on the move can initiate and track the whole process, from start to finish.

When you work with us, we make sure you have all the information you need to manage your candidates and your relationship with us. Key performance metrics are at your fingertips. We'll support you in identifying trends and issues within your onboarding process, and if there's something you want to track that isn't currently covered by our reporting system, our development team is here to help.

WE PROMISE TO:

- ✓ Invest in our technology and systems to keep the service at the forefront of our industry
- ✓ Listen to your feedback and work tirelessly to meet your needs
- ✓ Respond quickly to new requirements
- ✓ Integrate with your own systems to reduce data input and optimise process

WE'RE SERIOUS ABOUT INFORMATION SECURITY

Vero is certified to the internationally recognised ISO 27001 standard. All client and candidate data passing through our hands is kept safe and secure and our people receive comprehensive training in data handling and data protection. Our legal and regulatory compliance team monitor and test our procedures routinely, and our approach is regularly tested by client and third-party auditors.

PLUGGED IN WITH VEROLIVE

Our interactive, user-friendly portal provides you with the latest information. We've invested in this technology to ensure you have 24 hour, secure access to screening data, updates and notifications.

A POSITIVE EXPERIENCE FOR YOU AND YOUR CANDIDATES



We combine industry experience with an innovative, service-oriented approach. Our subject matter experts act as consultants, supporting your business with legal and regulatory compliance.

Expertise

At Vero, we specialise in employment screening, working as trusted partners to HR and recruiting managers of prestigious 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.

OUR BRAND PILLARS: EXPERIENCE, INNOVATION, SERVICE

- ✓ **Engaging candidate experience** – setting new standards in candidate experience and engagement with a friendly and personal service.
- ✓ **Unique and advanced technology** – updating you through our portal, integrating with your systems and protecting your data.
- ✓ **Best in class client service** – working in tandem with your HR team to understand and adapt to your business, your culture and your industry.

GLOBAL

We have established an inter-disciplinary team of experts in employment law, best practice and data protection. 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.

THE VERO DIFFERENCE



First impressions matter.
Our relationship with you
and your candidates is
important to us and every
aspect of our service has
been carefully designed
to deliver a personalised,
positive experience.

The Vero Difference

We tune into your brand so we can provide a seamless service and immediately put your candidates at ease. Our people will work as an extension of your HR team, getting to know your business so we can protect your interests and speak on your behalf. With sophisticated technology and insightful analysis we are at the forefront of the industry, ensuring you comply with relevant laws and industry regulations.

A RELATIONSHIP BUILT ON TRUST

The best relationships are built on trust and understanding. Your Client Relationship Manager will:

- ✓ **Be your main point of contact**
- ✓ **Be your voice and representative within Vero**
- ✓ **Find out what matters most to you and deliver a tailored service**
- ✓ **Keep you up to date with industry insights**

YOUR CANDIDATES IN OUR CARE

Your new hires bring fresh talent. These are the people who will go on to shape the future of your business. This means they deserve the best possible onboarding experience, with a screening process that does justice to the quality and personality of your brand. We are:

- ✓ **REASSURING** - putting their minds at rest by being friendly, calm and approachable
- ✓ **CLEAR** - transparent and open about exactly what we need, why and when
- ✓ **SECURE** - maintaining data protection and respecting personal privacy
- ✓ **SWIFT** - a tried-and-tested process to help them onboard without delay

Screening is the culmination of an exciting but sometimes stressful recruitment process. We never forget the significance of our role in the overall recruitment experience of your candidates.

LET'S TALK

If you'd like to discuss your employment screening needs, we'd love to hear from you.

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