

Vetting Specification for External Staff AUSTRIA

Valid as of 20 January 2021

Current State				
Check	Sources / Tools	Requirement / Validation	Successful Vetting Check Criteria	Timing
Identity Check		This check is the responsibility of the supplier.		Pre-UBS start date
Right to work verification		This check is the responsibility of the supplier.		Pre-UBS start date
Global Background Check (COSIMA, GTS, Rehire)	Cosima, GTS, Internal HR systems	Background check to identify records of terrorist/criminal activities or networking; personal misconduct / reputation problem / hostility against UBS or conflict of interest with UBS, negative references concerning trustworthiness, work ethics, reputation. Use UBS internal HR systems to review potential previous engagement information (e.g. termination reasons). Cosima check only permissible in cases where criminal check is performed. For criteria, see section "Criminal Record Check".	No hits	Pre-UBS start date, Pre-offer, latest pre-UBS start date
Family Relationship	Self-declaration (Employment Form)	Candidate needs to be asked whether he/she has family or personal relationships with UBS employees. - Family relationship: spouse, domestic partner or civil partner (or similar as recognised by law), parent (or parent-in-law), sister or brother (or in-law), child, step child. - Personal relationship: management reporting line. Answers are adequately documented.	No family relationship with UBS	Pre-UBS start date, Pre-offer, latest pre-UBS start date
External Directorship and Positions (self declaration)	Self-declaration (Employment Form)	Candidate needs to be asked whether he/she has any external directorship that could raise a conflict of interest with UBS to disclose. Answers are adequately documented.	No external directorship and positions	Pre-UBS start date, Pre-offer, latest pre-UBS start date
Registered Status / Statutory Disqualification		Not applicable for Austria.		Pre-UBS start date
Criminal Record Check	Austrian Certificate of good Conduct (Strafregisterbescheinigung) issued by the locally competent Police Headquarters of the Federal State, Police Department Vienna Police Department or the local mayor (depending on residence of candidate); Register-Division (Strafregisteramt), Austria. Candidate to apply for the Certificate of good Conduct at the Vienna Police Department, Register-Division or the local mayor (outside Vienna) competent authority (Police Headquarters of the Federal State, Police Department) or the Austrian representation (abroad). Applicant has to show up in person either when filing the application or when picking up the certificate. Alternatively, the "Strafregisterbescheinigung" can be ordered online if the candidate has a "Bürgerkarte" or a mobile signature activated. The criminal record can only be obtained by the candidate him / herself, there is no possibility for any other person to receive it. Costs: approx. EUR 30.00 to be born by the employer.	Onboarding Cases Checks are only permitted for onboarding cases if any of the following criteria is met: - Management roles (external staff with senior responsibilities) or personal assistants and board administrators with access to confidential financial information - Functions which involve the handling of confidential financial information, including financial systems (e.g. highly privileged users, regulated, certified and client facing roles) - Staff of control functions per Policy 1-C-007976 or staff responsible for control activities in non control functions Where this check is permissible, document(s) need to be original and current; e.g. dated not older than 2 months from receiving. Document(s) must cover all the jurisdictions / countries where the candidate has resided, was employed, attended school or lived more than 3 months over the last 5 years (required address history). Periodic Vetting All Risk sensitive roles in scope for Periodic Staff Vetting are permitted. Document(s) need to be original and current; e.g. dated not older than 2 months from receiving. Document(s) must cover all the jurisdictions / countries where the candidate has resided, was employed, attended school or lived more than 3 months over the period equal to the frequency of periodic vetting (e.g. if the frequency of periodic vetting is 3 years, the check / address history must cover the last 3 years). For both Onboarding and Periodic Vetting an appropriate address verification shall be performed for the current address. Further proof of residence shall only be requested if circumstances (applicable legal and regulatory requirements) demand such. Identification of any records associated with the candidate.	No entries found in respective document.	Pre-UBS start date, latest 4 weeks after UBS start date

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Credit Check	<p>Insolvency Database Report of the Austrian Ministry of Justice (Ediktsdatei) where all currently pending insolvency proceedings are registered. This database is publicly accessible and, therefore no permission needed by candidate to access such database (http://www.edikte.justiz.gv.at/).</p> <p>Currently, UBS orders the credit report for the candidate upon his / her consent. The report is sent directly to the candidate's home address and handed in to HR after receipt. Costs: approx. EUR 30.00 to be born by employer</p>	<p>Onboarding Cases Checks are only permitted for onboarding cases if any of the following criteria is met: - Management roles (external staff with senior responsibilities) or personal assistants and board administrators with access to confidential financial information - Functions which involve the handling of confidential financial information, including financial systems (e.g. highly privileged users, regulated, certified and client facing roles) - Staff of control functions per Policy 1-C-007976 or staff responsible for control activities in non control functions</p> <p>Where this check is permissible, document(s) need to be original and current; e.g. dated not older than 2 months from receiving. Document(s) must cover all the jurisdictions / countries where the candidate has resided, was employed, attended school or lived more than 3 months over the last 5 years (required address history).</p> <p>Periodic Vetting All Risk sensitive roles in scope for Periodic Staff Vetting are permitted. Document(s) need to be original and current; e.g. dated not older than 2 months from receiving. Document(s) must cover all the jurisdictions / countries where the candidate has resided, was employed, attended school or lived more than 3 months over the period equal to the frequency of periodic vetting (e.g. if the frequency of periodic vetting is 3 years, the check / address history must cover the last 3 years).</p> <p>For both Onboarding and Periodic Vetting an appropriate address verification shall be performed for the current address. Further proof of residence shall only be requested if circumstances (applicable legal and regulatory requirements) demand such. Check the summary of the candidate credit and bankruptcy history and compare with the address history.</p>	<p>No debt defaults (overdue amounts, collections, litigations) Candidate has not been legally declared a bankrupt.</p>	<p>Pre-UBS start date, latest 4 weeks after UBS start date</p>
External Directorship (Database Search)	Public database	Database check to identify any external directorships and assess candidate integrity based on external directorship self-declaration.	No hits, no discrepancies between self-declaration and database search	Pre-UBS start date, latest 4 weeks after UBS start date