

BACKGROUND INVESTIGATIONS

✓ **INTEGRITY DUE DILIGENCE**
(PERSONNEL VETTING & EMPLOYEE SCREENING)

✓ **VENDOR & 3RD PARTY SCREENING**

PREVENTING NUMEROUS POTENTIAL ISSUES AT ONCE

Risk management has never been easy. People need to approach it from the right perspective. They can consider the potential outcomes associated with various risks while also considering them as a whole.

However, addressing every risk individually would be very challenging. It makes much more sense to choose risk management methods that will address several risks and many of the related outcomes. Organisations can do that through background investigations.

EFFECTIVE RISK MANAGEMENT THROUGH BACKGROUND INVESTIGATIONS

Background investigations provide the evidence you need to make effective decisions. Background investigations will allow organisations to learn about individuals and businesses before initiating a professional relationship with them or taking any other risks. At CRI® Group, our goal is to make risk management easy for your company, and our background investigations will ensure you always make the right decision.

ARE YOU A LANDLORD,
EMPLOYER OR BUSINESS
THAT REQUIRES
A BACKGROUND
INVESTIGATION?

GET A FREE QUOTE NOW!



Scan for a free quote on Background Investigations Solutions or go to:
crigroup.com/background-investigations

[f](#) [t](#) [in](#) [v](#) [o](#) [o](#) info@crigroup.com

CRI® offers smart and comprehensive background investigations that enable you to focus on the most important — managing your organisation's risk and making the best business decisions.

We pride ourselves on the diversity of our services offered to corporations, private equity, government and not-for-profits. CRI® investigative services provide organisations with actionable intelligence to:

- ✓ **Hire key personnel**
- ✓ **Make financial commitments to drive commerce**
- ✓ **Establish vendor relationships**
- ✓ **Commit to affiliations & critical sponsorships to the business**
- ✓ **Assess & finalise acquisitions & joint ventures**
- ✓ **Assess current key officers, board members & other professionals**

Our investigation services include comprehensive background investigations, asset searches, on-the-ground investigation activities, interviews, undercover activities, digital forensics, etc.

GET A FREE QUOTE NOW!

WHAT YOU DON'T KNOW CAN HURT YOU

Background screening investigations are critical to any company's success. Working with qualified, honest and hard-working employees and other businesses is an integral part of thriving in the business community. What you don't know can hurt you, and the simple act of one bad decision can result in an unprecedented loss for your company.

From vendor and third-party screening to employment screening, CRI® recommends background screening investigations as key proactive measures to help keep your business safe. An effective background screening investigation will help screen for bad apples that can cause havoc down the road.

ADDRESS RISK WITH EMPLOYEE BACKGROUND CHECKS

There are inherent risks in the hiring process, including fraudulent claims by candidates. These include everything from relatively minor transgressions, like stretching employment dates, to severe and concerning deceptions, such as claiming unearned degrees or credentials or hiding one's criminal record. Being aware of these risks is only the first step, and companies that don't take steps to address them, such as through comprehensive background checks as part of their hiring policies, are putting themselves in peril.

Several case studies have shown companies learning this lesson the hard way. **For more on employee background investigations, go to page 16.**

IS YOUR THIRD-PARTY RISK MANAGEMENT (TPRM) STRATEGY EFFICIENT?

Here is what can happen if you are the victim of a failed partnership:

- You can lose large sums of money, in an incredibly short period, in case your collaborator disrespects terms;
- Along with the money, you will also start losing customers, disappointed by delays, poor quality, and unreliability, making your reputation suffer as well;
- The entire supply chain will face severe unbalances if one of the third-party providers fails to respect his duty. And getting it back on track can consume a lot of time and resources because, in the absence of an emergency plan, things will not be solved rapidly;
- Data can leak from your network because the security that is intended to prevent these things from happening is poor and not managed correctly;
- And there are always the litigation risks, corruption, and malpractices that come up in poor business practices.

As a business manager, are you ready to tackle these mentioned risks? For more on TPRM investigations go to page 14.

RISK MANAGEMENT & ITS CONTINUOUS IMPROVEMENT

Without a company culture strongly aligned with principles of continuous improvement, organisations will struggle to implement, let alone maintain, successful risk management programs. This can be challenging in practice, as cultivating a risk management attitude within a company involves aligning risk initiatives with existing company values, policies and, to put it simply, convincing everyone involved that risk management is worthwhile. However, improving risk culture is possible, and, like many things, it becomes a lot easier when you have a process for it.

→ [CLICK HERE](#) and explore all three phases of risk management process and its continuous improvement

A WORLDWIDE LEADER IN BACKGROUND SCREENING INVESTIGATIONS

Our team has tremendous experience with foreign operations, and we have direct contacts in many foreign countries. Because we maintain a diverse talent base comprised of multilingual and multi-cultural professionals, CRI® can traverse obstacles that often impede international background investigations. We are frequently contracted by our competitors to conduct background screening investigations in geographic regions not serviced or accessible by larger investigative firms.

Background screening firms worldwide use CRI® to conduct background screening investigations in remote areas across the globe, where we can produce quality results that meet the constraints of tight timeframes and restricted budgets.

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AN EFFECTIVE BACKGROUND INVESTIGATION WILL HELP SCREEN FOR BAD APPLES THAT CAN CAUSE HAVOC DOWN THE ROAD.

→ For more on background investigations and other related resources, check out our website.

READ MORE

EMPLOYEE SCREENING



YOU SECURE THEIR FUTURE.
WE SECURE THEIR PAST.

How do you know the candidate you just offered a role to is ideal? Are you 100% sure you know that everything they're telling you is the truth? 90%? They showed you a diploma; how do you know it's not photoshopped? Did you follow the correct laws during your background checks process?

Background checks and necessary screenings are vital to avoid horror stories and taboo tales within HR, your business or even your brand - simply investing insufficient screening can save you time, money and heartbreak.

CRI® has developed EmploySmart™, a robust new pre-employment background screening service to avoid negligent hiring liabilities. Ensure a safe work environment for all - 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, specialising in local and international employment background screening, including pre-employment screening and post-employment background checks.

WHAT ARE PRE-EMPLOYMENT CHECKS?

These checks are essentially an investigation into a person's character - inside and outside their professional lives. Some checks you probably already carry out in-house, such as candidate's qualifications (documents provided), work history (with a reference check), right to work in the country and even a quick social media presence scan. However, we provide a full in-depth background screening service for candidates and employees at all levels - from senior executives through to shop-floor employees:

- 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.

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WHY IS IT IMPORTANT?


These checks can reduce the risk of hiring someone who could cause irrevocable damage. Firms spend thousands, thousands, even millions to brand their products and services and one bad hire can cause loss of capital and reputation to the extent that a business may fail. A robust pre-employment check can help you and your company:

- ✓ **Reduce turnover & training costs**
- ✓ **Gain competitive edge** through the hiring of better people
- ✓ **Increase productivity** - help your employees be more productive knowing that everyone employed by your company has been screened
- ✓ Set your company apart & **win more business**
- ✓ **Reduce employee related problems**
- ✓ **Protect** company reputation/brand & customer relations
- ✓ **Comply** with mandates created by state or federal law for certain industries
- ✓ **Increase retention**
- ✓ **Reduce negligent hiring claims**
- ✓ **Avoid violence** in the workplace (threats of violence & actual violence)
- ✓ **Reduce theft & espionage**
- ✓ **Avoid lawsuits** & the costs associated with the defence
- ✓ **Avoid loss** of goodwill

A business must understand its exposure, type of insurance coverage and limits - does your policy cover a negligent hiring lawsuit? The checks are critical to any company's success - hiring qualified, honest, and hard-working employees is an integral part of thriving in the business community.



Scan for a free quote on EmploySmart™ or go to to:
crigroup.com/employee-background-checks

 info@crigroup.com

DO YOU UNDERSTAND EVERY SPECIFIC LEGAL REQUIREMENT WHEN SCREENING YOUR WORKFORCE GLOBALLY?

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 - the onus is on you to check. You will need to request criminal records checks depending on the role you are recruiting, such as roles with children or vulnerable people, which are highly regulated - and all of these differ from country to country.

CRI® carry the burden of knowing the laws, so we can assist you with staying compliant and helping you 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! We provide a comprehensive and fully compliant global screening service with extensive local language capabilities, flexible working patterns, and intelligent time-zone workflow. 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.

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BS 7858:2019 VETTING, A NEW WAY TO MITIGATE EMPLOYEE RISK

The recent update of the BS7858 standard, "Screening of Individuals Working in a Secure Environment – Code of Practice," focuses on the need for tighter controls over the pre-employment screening – and periodic re-screening – of individuals, who in their positions could potentially benefit from illicit personal gain, become compromised, or take advantage of other opportunities for creating breaches of confidentiality, trust or safety.

This British Standard helps employers to screen personnel before they employ them. It gives best-practice recommendations and sets the standard for screening staff in an environment where the safety of people, goods or property is essential. This includes data security, sensitive and service contracts and confidential records. It can also be applied to situations where security screening is in the public's interest. It sets out all the requirements to conduct a screening process. It covers ancillary staff, acquisitions and transfers, and the security conditions of contractors and subcontractors. It also looks at information relating to the Rehabilitation of Offenders and Data Protection Acts.

When it comes to providing information security, financial audits, risk assessments, background checks, due diligence and a wide range of anti-fraud related services, maintaining the highest training and expertise is an absolute must. That's why CRI®

achieves critical certifications from the British Standards Institute (BSI), the National Association of Background Screeners (NAPBS) and other preeminent groups in the security and anti-fraud field as part of the company's commitment to its clients.

CRI® is the first and only investigative research company in the Middle East to receive the certifications BS7858:2019, Screening of Individuals Working In a Secure Environment and BS102000:2013, Code of Practice for the Provision of Investigative Services, and from internationally recognised training and certification body BSI.

→ To find out more about BS7858:2019 vetting just check out our [free playbook!](#)

GET A FREE QUOTE NOW!



OUR SCREENING SERVICES COVER THE ENTIRE EMPLOYEE LIFECYCLE, FROM RECRUITMENT TO IN-DEPTH REFERENCES. WE HELP YOU ESTABLISH THEIR SUITABILITY FOR EMPLOYMENT.

→ For more on employee background screening and other related resources, check out our EmploySmart™ brochure.

FULL BROCHURE



DEBUGGING FEARS THAT PARALYSE FRAUD PREVENTION

Often, an organisation doesn't put a robust process until it's in the news with a violation, an FCPA incident or an internal case of undetected embezzlement that might have gone on for years. But why? Why wouldn't companies adopt a more proactive stance for early detection as money walks out the door?

The answer is fear. Fear can prevent a mom-and-pop shop or a Fortune 500 industry leader from becoming serious about fighting fraud. Read more about the fear factor that plays into the decision — or indecision — to fight fraud.

[READ MORE](#)

Based in London, United Kingdom, CRI® is a global company with experts and resources located in key regional marketplaces across the Asia Pacific, South Asia, the Middle East, North Africa, Europe, North and South America. Our global team can support your organisation anywhere in the world.

We are a leading Compliance and Risk Management company licensed and incorporated entity of the Dubai International Financial Center (DIFC), Abu Dhabi Global Market (ADGM) and Qatar Financial Center (QFC). CRI® protects businesses by establishing the legal compliance, financial viability, and integrity levels of outside partners, suppliers and customers seeking to affiliate with your business.

→ [Learn more about the "Top Risk Management Concerns and The Need for Leadership During COVID-19."](#)

[GET A FREE QUOTE NOW!](#)



INVESTIGATIVE RESEARCH

ANTI-CORRUPTION & REGULATORY INVESTIGATIONS
ASSET SEARCH & RECOVERY
FRAUD RISK & INSURANCE INVESTIGATIONS
IP INFRINGEMENT INVESTIGATIONS
INTERNAL INVESTIGATIONS & CONFLICT OF INTEREST
FINANCIAL INVESTIGATIONS & FORENSIC ACCOUNTING



BUSINESS INTELLIGENCE

MARKET RESEARCH & ANALYSIS
COMMERCIAL INVESTIGATIONS



COMPLIANCE SOLUTIONS

INVESTIGATIVE DUE DILIGENCE
CORPORATE SECURITY & RESILIENCE
THIRD-PARTY RISK ASSESSMENT
ANTI-MONEY LAUNDERING
INTEGRITY DUE DILIGENCE

DueDiligence360™
Partners to TRUST



BACKGROUND INVESTIGATIONS

VENDOR & 3RD PARTY SCREENING
PERSONNEL VETTING & PRE-EMPLOYMENT SCREENING
EMPLOYEE INTEGRITY DUE DILIGENCE

EMPLOYSMART™
Smarter Background Checks Today for a Better Workforce Tomorrow



CERTIFICATION & TRAINING

ISO 37001 ANTI-BRIBERY & ANTI-CORRUPTION MANAGEMENT SYSTEMS
ISO 37301 COMPLIANCE MANAGEMENT SYSTEMS
ISO 31000 RISK MANAGEMENT SYSTEMS
ISO 37002 WHISTLEBLOWING MANAGEMENT SYSTEMS
ISO 37000 GUIDANCE FOR THE GOVERNANCE OF ORGANISATIONS
ANTI-MONEY LAUNDERING

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CENTER OF EXCELLENCE

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

