

# Vetting Specification for External Staff ISRAEL

Valid as of 29 July 2024

Pre-offer and Pre-start vetting may be started no earlier than 6 months before the UBS Group start date. For Credit and Criminal, where this check is permissible, document(s) need to be original and current; e.g. dated not older than 3 months from vetting case completion (or from the start date, whichever is earlier).

Check	Sources / Tools	Current State		
		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, Sanctions, GTS, Rehire)	COSIMA, GTS not allowed in Israel for employment screening purposes. CS Global Search, Internal HR systems	<p>Use UBS internal HR systems to review potential previous engagement information (e.g. termination reasons). Where COSIMA check is not permissible, Sanctions checks will be completed using CS Global Check</p> <p><b>Periodic Vetting:</b> All Risk sensitive roles as defined in the Risk Sensitivity Matrix in scope for Periodic Staff Vetting are permitted.</p> <p>Document(s) must cover all the jurisdictions / countries where the candidate has resided, was employed, attended school or lived more than 6 months over the period equal to the frequency of periodic vetting (e.g. if the frequency of periodic vetting is 4 years, the check / address history must cover the last 4 years).</p> <p>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.</p>	No hits	Pre-UBS start date
Relatives & Relationship	Self-declaration	<p>Candidate needs to be asked whether he/she has family or personal relationships with UBS employees.</p> <p>- 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.</p> <p>- Personal relationship: management reporting line.</p> <p>Answers are adequately documented.</p> <p>To be handled carefully as ever unnecessary or irrelevant question may pose problems in terms of invasion of privacy/ discrimination in hiring.</p>	No family relationship with UBS	Pre-UBS start date
External Directorship and Positions (self declaration)	Self-declaration	<p>Candidate needs to be asked whether he/she has any external directorship that could raise a conflict of interest with UBS to disclose.</p> <p>Answers are adequately documented.</p>	No external directorship and positions	Pre-UBS start date
Registered Status / Statutory Disqualification	Only applicable for registered roles as defined by the Israel Securities Authority (ISA).	<p>To be verified that Check reflected that (i) there were no disciplinary or regulatory "events" disclosed regarding the proposed Staff and (ii) the proposed Staff was not "suspended or inactive with any regulator".</p> <p>Check reflecting either events disclosed and / or suspension or inactivity with a regulator shall result in proposed staff being deemed as having failed this requirement.</p>	<p>Confirmation registered status.</p> <p>No disciplinary or regulatory events or suspended or inactive status based on a search via the Israel Securities Authority (ISA).</p>	Pre-UBS start date
Criminal Record Check		Criminal record check is not allowed for employment screening purposes.		N/A
Credit Check		Credit check is not allowed for employment screening purposes.		N/A
External Directorship (Database Search)	Public database D&B ISRAELD	<p>Database check to identify any external directorships and assess candidate integrity based on external directorship self-declaration.</p> <p>The check must cover all the jurisdictions / countries where the candidate has resided, was employed, attended school or lived more than 6 months over the last 5 years (required address history)</p>	No hits, no discrepancies between self-declaration and database search	Pre-UBS start date

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Check	Sources / Tools	Current State		
		Requirement / Validation	Successful Vetting Check Criteria	Timing
<b>ESSENTIAL FOOTNOTE:</b>				
<b>Supplier Vetting Obligations</b>	<p>As a Level 1 Supplier you are required to follow the country specifications published on our webpage. This however has to be in line with the approved approach agreed with you by the UBS Vetting Decision Authority at the time you were awarded the label of being a UBS level 1 supplier.</p> <p>Any deviations to the country specs or agreed approach may result in a finding at the time of the level 1 audit e.g., the use of an unapproved vetting vendor.</p> <p>A reminder that any decisions made by you should not expose UBS to any reputational or operational risk.</p> <p>In case a Level 1 supplier does not have the capability to legally perform a particular check (as defined in the country specifications), the supplier should obtain approval from the UBS vetting Decision Authority (DA) to perform an alternative. In such cases (post approval from the DA) the Level 1 supplier may obtain a self-declaration form from the candidate. The Self declaration needs to be completed and dated prior to the start date at UBS and must be available for review at the time of the level 1 audit. A self-declaration only fulfills the condition of a check not being completed if this has been approved prior to onboarding by the UBS vetting Decision Authority (DA).</p> <p>In case a candidate does not have the required documents / registration for a check to be performed, the supplier must obtain a self-declaration from the candidate. However, such a self-declaration shall only be obtained where a check is legally permissible in the "hiring" location but cannot be conducted due to candidate not fulfilling the required conditions for a check. The self-declaration must be completed and dated prior to the start date at UBS and must be available for review at the time of the level 1 supplier audit.</p> <p>The country specifications define the acceptable documentation and/or data sources for use within a candidate's country of hire.</p> <p>A vetting check is deemed permissible as per the country specifications, and if the candidate has background history or footprint within additional countries outside the "hiring" country acceptable documentation and/or data sources applicable as per that country must be considered.</p> <p>Please note that at all times you should be guided by the country specifications of the onboarding country.</p>			