

Vetting Specification for External Staff ITALY

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	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 not allowed in Italy for employment screening purposes for onboarding Rehire check in Internal HR Systems is allowed. COSIMA is allowed for Periodic Staff Vetting CS Global Check	Onboarding Vetting Cosima is NOT allowed Where COSIMA check is not permissible, Sanctions checks will be completed using CS Global Check Use UBS internal HR systems to review potential previous engagement information (e.g. termination reasons) Periodic Vetting Only the following risk sensitive roles are permitted for Periodic Staff Vetting: Managing Directors, External Non-Executive Directors, Regulatory (Registered Roles), Group Internal Audit; Members of the Special Review Group, Group Treasury; Enhanced Benchmark Submitters responsible for the daily libor submission process administered by ICE. Group Compliance Regulatory and Governance: In addition to Group Compliance, Regulatory and Governance-based EC members the following sub-MD GCRG staff is considered to require the highest level of personal integrity or own a risk sensitive, which grants them enhanced authority due to privileged access to systems, networks, data and knowhow owned by UBS: (i) regulatory Affairs team lead, assistant to Head G&RA and CoS team (ii) Group Investigations (i.e. Criminal Investigations & IT Forensics team, eDiscovery/eDTS team and Data Analytics & Tools team), (iii) GSS staff, (iv) Cyber testers in C&ORC GF, (v) staff with access to the PEP cockpit reporting.	No hits	Pre-UBS start date
Relatives & Relationship	Self-declaration or 'Stato di Famiglia'	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
External Directorship and Positions	Self-declaration	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
Registered Status / Statutory Disqualification		Not applicable for External staff in Italy.		N/A
Criminal Record Check	National Criminal Record Registry to the Prosecutor's Office at the Ministry of Justice	Onboarding Cases Checks are only permitted for onboarding cases if any of the following criteria is met: i. Management roles (corporate title D1+ for perm staff and external staff with senior responsibilities) or personal assistants and board administrators with access to confidential information ii. Functions which involve the handling of confidential financial information or accessing payment or asset transfer systems (such as Payment Operations), including financial systems (e.g. highly privileged users, staff involved in developing or supervising such systems, regulated, certified and client facing roles) iii. Staff of control functions per Policy 1-C-007976 and staff in roles that support control functions 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). 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 last 5 years (required address history). Periodic Vetting Only the following risk sensitive roles are permitted for Periodic Staff Vetting: Managing Directors, External Non-Executive Directors, Regulatory (Registered Roles), Group Internal Audit; Members of the Special Review Group, Group Treasury; Enhanced Benchmark Submitters responsible for the daily libor submission process administered by ICE. Group Compliance Regulatory and Governance: In addition to Group Compliance, Regulatory and Governance-based EC members the following sub-MD GCRG staff is considered to require the highest level of personal integrity or own a risk sensitive, which grants them enhanced authority due to privileged access to systems, networks, data and knowhow owned by UBS: (i) regulatory Affairs team lead, assistant to Head G&RA and CoS team (ii) Group Investigations (i.e. Criminal Investigations & IT Forensics team, eDiscovery/eDTS team and Data Analytics & Tools team), (iii) GSS staff, (iv) Cyber testers in C&ORC GF, (v) staff with access to the PEP cockpit reporting. Document(s) need to be original and current; e.g. dated not older than 3 months from UBS start date. 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). 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
Credit Check		Credit Check is not allowed in Italy for employee screening purposes.		N/A

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Check	Sources / Tools	Requirement / Validation	Successful Vetting Check Criteria	Timing
External Directorship (Database Search)	Public database InfoCamereD	Database check to identify any external directorships and assess candidate integrity based on external directorship self-declaration. 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)	No hits, no discrepancies between self-declaration and database search	Pre-UBS start date
ESSENTIAL FOOTNOTES:				
Supplier Vetting Obligations	<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>			