



Global Pre-Employment Screening (PES) Standard Guidance

Purpose

The GSK Complementary Worker Pre-Employment Screening standards align with FTE requirements which differ based upon market and role specifics. The PES matrix below will support in determining the appropriate PES Standard regardless of the nature of the role. Anything above the PES Standard will be indicated by the manager.

PES Standard Matrix Guide



Use the “PES Standard Column” for your region



A green tick in the column on a white background indicates that this is the minimum and expected PES standard



A red cross indicates that the item is not a PES standard for the region



Items against an orange background indicate that the requirement is not standard but requested based upon a role.



Any exceptions to the PES Standard will be indicated. Any exceptions indicated in the last column supersede the standard, e.g. Whilst the Right to Work Check is a minimum PES Standard Globally, it cannot be completed for Norway.

PES Standard Topic	PES Standard			Exceptions / Validity
	AMER	EMEA	APAC	
Right to Work / Proof of Identity	✓	✓	✓	Exception: Japan, Poland
Address Verification	✓	✓	✓	Exception: Japan, China, France, Ukraine, Chile
Employment Verification / Employment History	✓	✓	✓	
Education Verification	✓	✓	✓	
Database / Global Sanctions (General)	✓	✓	✓	
US Debarment Check	✓	✗	✗	US only
Criminal Records Check / Police Clearance Authentication	✓	✗	✓	Valid in: Argentina, Brazil, Canada, Colombia, Ecuador, Uruguay, US, ANZ, India, France, Pakistan, South Africa
Drug Screening	✓	✗	✗	US only
<p>Adverse Media Checks:</p> <p><i>An international search of any available adverse media records for any mention of the candidate's stated name(s). Please Note: This search will only be conducted if the candidate lists international addresses on their application. Restricted to 7 years of history</i></p>	✓	✓	✓	Valid in: Ireland, Poland, Switzerland, UK, Algeria, Bahrain, Egypt, Kuwait, Lebanon, Morocco, Oman, Qatar, Saudi Arabia, South Africa, Tunisia, Turkey, United Arab Emirates, US, Argentina, Uruguay, Brazil, Colombia, Peru, Mexico, Costa Rica, Panama, Caricom markets, · Singapore, Malaysia, Thailand, Vietnam, Philippines, Indonesia, Hong Kong, Macao, Taiwan, China, Japan, Australia, New Zealand, India
<p>News Publication Search:</p> <p><i>This is a domestic service which includes name search of more than 40,000 business and industry publications worldwide for any derogatory matters. This is domestic equivalent to Adverse Media searches. This search will be conducted on all candidates in the US. Restricted to 7 years of history</i></p>	✓	✓	✓	US only
Anti-Bribery Anti-Corruption	✓	✓	✓	
ABAC Q3 (Have you been convicted of bribery & corruption)	✓	✓	✓	Ex US, Canada, Brazil, Austria, Belgium, Czech Republic, Germany, Greece, Hungary, France, Israel, Italy, Luxembourg, Netherlands, Poland, Portugal, Spain, Ukraine.

Checks applicable if required for role	Exceptions / Validity
Driver's License Check (1)	Ex Norway
Professional Credential Verification	
Professional / Personal Charter	
Civil Litigation Search (2)	
Credit Report / Credit Check (2)	Valid in: Argentina, Brazil, Canada, Caricom, Chile, Colombia, Ecuador, Mexico, Peru, Uruguay, US, UK
Financial Stability Indicator (2)	
Bankruptcy Search (2)	
Financial Regulatory	
Directorship Search	
Health Check / Medical Screening	If specified for role

(1) Driver's license checks are performed for driving roles

(2) Financial standing checks are performed for finance roles