CONSENT FORM

BACKGROUND CHECKS

Company: _____

Checks: _____

CANDIDATE PERSONAL DETAILS

Surname: _____ Legal First Name(s): _____

Nickname: _____ Maiden Name: _____

ID Number/Identifier: _____ Date of Birth: _____

Email: _____ Cell No: _____

Race Group: _____ Nationality: _____

Physical Address: _____

Postal Address: _____

CRIMINAL CHECK (if applicable)

Previous Charges and / or Convictions: YES / NO If YES, please provide details:

Offence: _____ Date of Arrest: _____

Theft, Robbery, Assault, Drunken Driving, Drugs, Speeding, Other

QUALIFICATION DETAILS (if applicable)

Qualification Name: _____ Institute Name: _____

Date graduated: _____ Name on Certificate: _____

Student No: _____ Certificate No: _____

DEFINITIONS IN TERMS OF CONSENT BELOW

1. “Candidate” means the person completing this document to be considered by the Company for purposes of employment/ continuation of employment;

2. “FSCA” refers to the Financial Sector Conduct Authority;

3. “POPIA” shall mean the Protection of Personal Information Act, No 4 of 2013, as amended from time to time, including any regulations made under the Act;

4. “Consumer Credit Information” shall have the meaning ascribed to it in section 70 of the NCA;

5. “Verification Information Suppliers” shall mean third parties acting on behalf of JOB CRYSTAL, including, but not limited to, criminal record bureaus, credit bureaus, governmental bodies, digital presence risk assessment providers, and any educational, training, and fraud prevention organisations;

6. “FAIS Act” shall mean the Financial Advisory and Intermediary Services Act of 2002, Company refers to JOB CRYSTAL Client

7. “Privacy and Data Protection Conditions” refers to the 8 (eight) statutory prescribed conditions for the lawful Processing of Personal Information; “NCA” shall mean the National Credit Act, No 34 of 2005, as amended from time to time, including any regulations made under the Act;

8. “Personal Information” shall have the meaning ascribed to it in Chapter 1 of POPIA and includes, but is not limited to a name, address, email address, telephone or fax number, fingerprints, criminal history and education or other personal credentials provided, or which is collected from the candidate or other third parties, before and/or during the background screening process and/or thereafter;

9. “Responsible Parties” have meaning to the Company and JOB CRYSTAL together, and “Responsible Party” any one of them;

CONSENT FOR USE OF PERSONAL DETAILS

1. I consent to requests for consumer credit information to be released for the below prescribed purposes only:

1.1. Fraud prevention or detection.

1.2. For employment in a position of trust and honesty and entails the handling of cash or finances;

2. By submitting any Personal Information to the Company and JOB CRYSTAL in any form I acknowledge that such conduct constitutes a reasonable unconditional, specific and voluntary consent to the processing of such Personal Information in the following manner by the Company, JOB CRYSTAL and/or verification information suppliers:

2.1. Personal Information may be shared by the Company with JOB CRYSTAL and may be further shared by JOB CRYSTAL with the Verification Information Suppliers for verification or other legitimate purposes;

2.2. Personal Information may be shared by the Verification Information Suppliers with JOB CRYSTAL and further shared by JOB CRYSTAL with the Company for the purposes of conducting and reporting on the background checks requested by the Company, in connection with my prospective or continued employment with that Company, subject to applicable law.

2.3. JOB CRYSTAL will retain my Personal Information relating to the background screening for five years from the date this consent form is signed, after which it will be securely deleted, destroyed or de-identified, unless further retention is required or authorised by applicable law.

2.4. Personal Information may be transferred outside South Africa where necessary for the background checks specified in this form or for related storage purposes. Any such transfer will comply with section 72 of POPIA, and appropriate measures will be taken to protect the confidentiality and security of the Personal Information.

3. I hereby authorise JOB CRYSTAL (Pty) Ltd, acting as the Company's duly authorised verification agent, to access and process my Personal Information and conduct the background checks specified in clause 2.2 for the purposes of my prospective or continued employment with the Company identified in that clause.

4. I agree to indemnify the Responsible Parties and Verification Information Suppliers, to the extent permitted by law, against claims arising solely from their good-faith, lawful processing and authorised sharing of my Personal Information for the background checks specified in this form.

5. I take note that if the Responsible Party has utilized the Personal Information contrary to the Privacy and Data Protection Conditions, I may first resolve any concerns with that Responsible Party. If I am not satisfied with such process, I have the right to lodge a complaint with the Information Regulator.

6. I acknowledge that any Personal Information supplied to the Company and JOB CRYSTAL is provided voluntarily and that the Company/JOB CRYSTAL may not be able to comply with its obligations if the correct Personal Information is not supplied to the Company/JOB CRYSTAL.

7. I warrant that all information, including Personal Information, supplied to the Company and JOB CRYSTAL is accurate and current and agree to correct and update such information when necessary.

8. A copy of Personal Information kept by the Responsible Parties will be furnished to me upon request in terms of the provisions of POPIA or the NCA and I understand that I may dispute any information in the record provided.

9. I understand that verification requests form part of the background screening process and:

9.1. That requests for credit information from Credit Bureaus will only be conducted under the regulations defined as per the NCA;

9.2. Data obtained from the FSCA serves only to determine fitness and propriety as envisaged in the FAIS Act.

10. I understand that privacy is important to the Responsible Parties and the Responsible Parties will use reasonable efforts in order to ensure that any Personal Information in their possession or processed on their behalf is kept confidential, stored in a secure manner and processed in terms of South African law and for the purposes I have authorized.

CANDIDATE SIGNATURE	CONTACT NUMBER	DATE