

BGV Consent Compliance White Paper – India (2026)

A Practical Compliance & Audit-Readiness Guide for Employers and Staffing Companies

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Introduction

Consent in background verification has become a critical compliance and risk management area for Indian employers. This white paper is designed to help HR leaders, compliance teams, and staffing companies evaluate whether their consent practices are legally defensible, audit-ready, and aligned with evolving data protection expectations.

1. Consent Fundamentals

- Consent must be obtained before initiating any background verification activity.
- Consent should be a standalone document and must not be bundled within offer or appointment letters.
- The candidate must clearly understand the purpose, scope, and nature of verification checks.
- Consent must be voluntary and recorded with date, method, and version control.

2. Scope of Background Verification

- Employment verification
- Education verification
- Address verification
- Court and criminal records check
- Reference checks
- Role-specific or client-mandated checks

3. Employer vs Staffing Consent Requirements

- Direct employers must be explicitly named in the consent document.
- Staffing and payroll models must disclose both the staffing company and the end client.
- Candidates must be informed about data sharing between involved parties.
- Responsibilities and purpose of verification must be transparently communicated.

4. Data Protection & Audit Readiness

- Disclosure of third-party verification and technology partners.
- Defined data retention and deletion timelines.
- Clear grievance redressal or contact mechanism for candidates.
- Ability to retrieve consent records during audits, disputes, or client reviews.

5. Self-Assessment Checklist

If your organisation answers 'No' to any of the following questions, your consent framework may require immediate review:

1. Can we prove consent was taken before verification commenced?
2. Does our consent clearly list each verification component?
3. Is consent differentiated for direct hires and staffing models?
4. Would our consent documentation withstand a client or regulatory audit?



About Pietos

Pietos is a background verification and compliance solutions provider serving enterprises, startups, and staffing companies across India. Pietos focuses on audit-ready, compliant, and scalable verification frameworks designed to support faster and safer hiring.

Website: www.pietos.com

BGV Technology Platform: <https://pietos.co.in>