



Applicant/Individual/Data Subject Consent and Indemnity for Psychometric Assessments

Confidential when completed

1. Introduction

Dear Sir/Madam

You will be participating in a psychometric assessment at EmployInsight (Pty) Ltd. This assessment is designated to gain information about your attributes that are important to the position that you applied for at:

_____ (Company name, hereinafter refer to "The Company")

The results of this assessment will be used for (tick ✓ appropriate block) ☐ Recruitment ☐ Development

To facilitate informed decision-making that benefits both The Company and the data subject, and to develop tailored programs that maximise your professional capabilities, we request your authorisation to share your information with the designated Psychometrist at EmployInsight representing The Company.

In accordance with data protection regulations, we request you to sign this authorisation form, permitting the release of your information. This ensures your data will be maintained exclusively by EmployInsight and The Company, with oversight from a certified Psychologist/Psychometrist and relevant data processing service providers where necessary.

Additionally, your results will not be shared with any inappropriate or unqualified individuals without explicit approval from a certified Psychologist or Psychometrist.

2. Data Subject Details (herein after referred to as the "Applicant")


Surname:		Maiden name:	
Full names:		Initials:	
ID/Passport number:		Date of birth:	Y Y Y Y M M D D
Email address:		Mobile number:	

3. EmployInsight Details (EmployInsight, its 3rd Party Verification Suppliers and their respective Personnel hereinafter referred to as "EmployInsight")


Company name	EmployInsight (Pty) Ltd	Company Registration number	2012/201088/07
Physical address	442 Rodericks Road, Lynnwood, Pretoria, 0181	Website	www.employinsight.co.za

4. Preamble

The Protection of Personal Information Act No. 4 of 2013 ("POPI") aims to promote the protection of personal information by providing minimum requirements for the collection, storage and use ("Processing") of personal information. POPI requires your consent to be provided for the processing of your personal information.


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5. Consent

Please indicate your consent by selecting each applicable checkbox ✓ below

- ☐ I grant permission to EmployInsight to access, use, store, and transfer my data for conducting the Biometric Record Check and for any Approved Purpose as specified in the EmployInsight Privacy Policy. I understand that my Data may be shared by the Customer with EmployInsight to perform the Biometric Record Check.
- ☐ I authorise EmployInsight to retain, store, use, and transfer the Data and Data Findings for any lawful purpose, including identity verification. This includes comparing and verifying the Data and Data Findings against national data registers or lawful Biometric databases where I have provided my Biometric information.
- ☐ I consent to EmployInsight collecting Data Findings (including any adverse findings) and personal information contained therein indirectly from the South African Police Services Automated Fingerprint Identification System.
- ☐ I consent to EmployInsight sharing the Data Findings, including any adverse findings, with the Customer.
- ☐ I agree that EmployInsight may retain my personal information provided in this form and any personal information contained in a Biometric Record Check for the duration required by applicable law, or as specified in EmployInsight's Privacy Policy.
- ☐ I confirm that the Data provided to EmployInsight is accurate and current, and that I have not knowingly withheld any facts or circumstances.
- ☐ I understand that EmployInsight will take reasonable measures to maintain the confidentiality of the Data and Data Findings, which will be stored securely and accessed and transferred only for the authorised purposes.
- ☐ I understand that EmployInsight will take reasonable measures to maintain the confidentiality of the Data and Data Findings, which will be stored securely and accessed and transferred only for the authorised purposes.
- ☐ I indemnify and hold EmployInsight harmless against any loss, damage, injury, liability, costs, and expenses I may incur, directly or indirectly, in connection with the Biometric Record Check and the use, storage, and transfer of the Data and Data Findings and/or any errors contained therein, regardless of whether such errors occur due to EmployInsight's negligent acts or omissions.
- ☐ I acknowledge that EmployInsight will not be liable, under any circumstances, for any loss, damage, injury, liability, costs, and expenses incurred by me, directly or indirectly, arising from my reliance or any third party's reliance on the Data Findings, including any decisions made based on such Data Findings.
- ☐ Notwithstanding any applicable law to the contrary, I indemnify and hold EmployInsight harmless against all losses, claims, demands, proceedings, damages, costs, charges, and expenses (including reasonable legal expenses) arising from this Indemnity and Consent Form or at law regarding the Customer's acts, omissions, and/or breach of the provisions of this Indemnity and Consent Form, or loss or damage to any person or property occurring by exercise of this agreement. I indemnify and hold EmployInsight harmless against all costs and disbursements, including professional charges (including legal costs on the scale of Attorney and own Customer), incurred by EmployInsight arising from any litigation where EmployInsight must defend any action against it deriving from any complaint, dispute, or claim instituted against the Customer by any person, entity, firm, company, or organisation where the actions giving rise to the claim were actions of the Customer not in compliance with applicable law.
- ☐ By signing this Indemnity and Consent Form, I confirm that I have read EmployInsight's Privacy Policy and this Indemnity/Consent Form and understand its terms and the implications thereof and agree to be bound by these provisions.

Signature of applicant

Date