

Your role in promoting sound banking

Nordea has a regulatory requirement to know our customers and employees well. We need your help with that.

Why this matters

As a bank we play a vital role in society through providing financial services to help people and businesses achieve their goals. Our success depends on relationships of mutual trust, both with our customers and with others who have an interest in our company.

The people we employ are central to building this trust. Recruiting the right people is the only way to ensure that our customers have a positive experience in their dealings with us and know they can rely on us to give sound advice and take care of their money.

Knowing our people and our customers well also strengthens our ability to tackle financial crime –which we are obliged by law to do and take very seriously.

For this reason, we include mandatory and standardized background checks in all our external recruitment processes as a prerequisite for employment. Not only does this ensure compliance with the Financial Supervisory Authority's regulatory requirements, but it also enhances trust in all our stakeholder relationships.

Background checks at Nordea

The background checks we perform include among others:

- External engagement check
- Related parties relationship check
- Academic credentials
- Work permit/Visa
- Credit check/Nordea customer relation
- Sanction screening
- Criminal record/Security clearance
- International Background Check
- ID check
- Drug tests
- Reference check
- Security interview

What this means for you

Which of these checks you undergo will depend on how far you proceed in the selection process and in which country you apply. You will receive more detailed information as you progress through the recruitment process. You are always welcome to raise any questions you have in relation to the background checks.

Please be assured that we only retain information derived from the background checks for those individuals who go on to become Nordea employees.

Thank you for your cooperation with this process, and we trust that you appreciate the important role these checks play in promoting sound banking.