

Why Diversity Gives eeCheck an Advantage in Global Background Screening

35+ languages and dialects. Different cultures and perspectives. One team built for cross-border screening.

International background screening is fundamentally a cross-border business.

ONE CANDIDATE, MANY JURISDICTIONS



Singapore

Lives



Australia

Studied



Hong Kong

Worked



India

Worked

Executive Summary

Global coverage means much more than database access. It requires language capability, local knowledge, cultural understanding and people who can navigate different institutions and markets.

At eeCheck, our international team is part of the infrastructure behind our cross-border screening — people from different countries, cultures and professional backgrounds, spanning 35+ languages and dialects.

This complements the principles behind a compliant background screening policy in Asia, and the need to account for differences between jurisdictions.

What our diversity does in practice



Interpret local context



Communicate across markets



Share country knowledge



Strengthen verification workflows

Diversity as a Business Advantage

Growing companies often assume that building teams across countries and cultures makes an organisation more complicated.

Our experience has often been the opposite.

The value grows when perspectives interact: one colleague's country experience can crack a difficult verification, a practice from one market can improve another, and different viewpoints challenge hidden assumptions.

Every new joiner can bring...



Another language



Another market



Another education system



Another culture



Another professional experience



Another way of solving problems

One person's knowledge becomes part of the organisation's collective knowledge.

35+

languages and dialects across
our cross-border operations

*“Multilingual capability isn't simply
about translation. It is about
understanding context.”*

Why 35+ Languages and Dialects Matter in Background Screening

Screening involves employers, universities, professional bodies and other sources across multiple jurisdictions.



Names and addresses may appear differently across languages.



Institutions may communicate primarily in local languages.

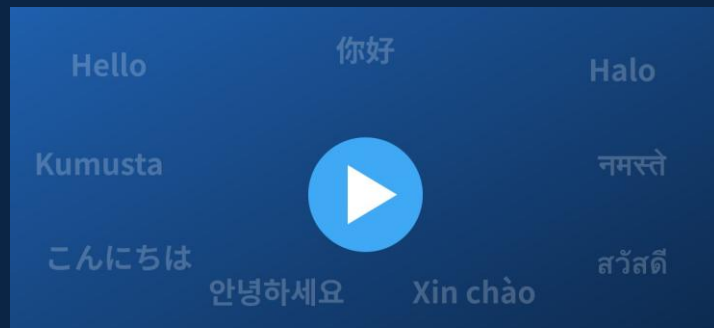


Terminology & qualifications and employment practices vary significantly between countries.

A multilingual team doesn't remove these complexities — but it gives a stronger foundation for dealing with them, especially in employment verification across Asia.

Meet the eeCheck Team: 9 Countries, 9 Voices, One Team

In our short video, nine colleagues from nine countries across Asia each say hello in their own language — just part of a team spanning 35+ languages and dialects.



Watch the video · Click to play on YouTube

Nine countries. Nine voices. One team.

Local Knowledge Matters in a Global Background Check

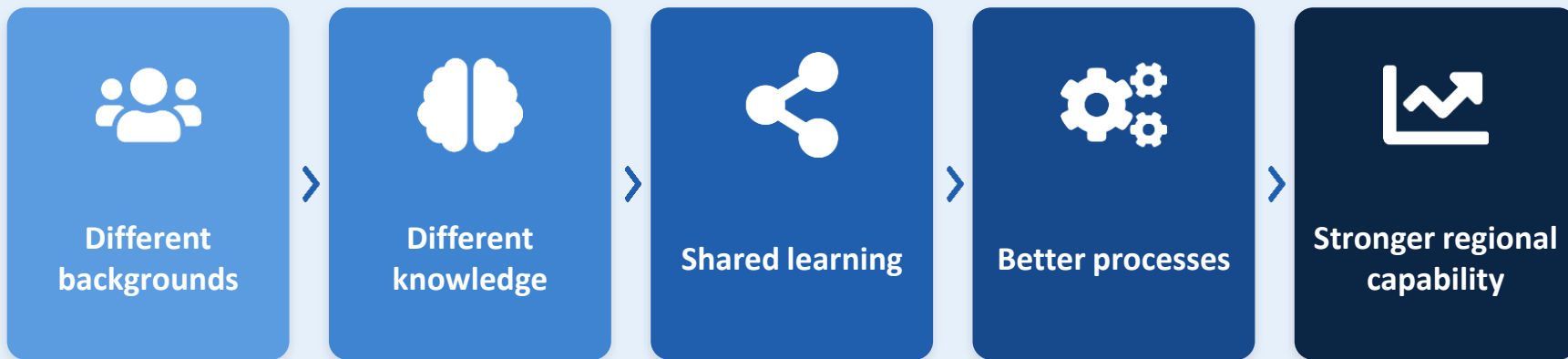
Technology and AI make screening faster — but they don't make every country identical.

- ✓ Education systems
- ✓ Employment practices
- ✓ Data availability & verification processes
- ✓ Regulatory requirements
- ✓ How organisations communicate

The future: technology combined with local knowledge and human expertise — connecting different perspectives, not making everyone think alike.

From Diversity to Organisational Intelligence

A regional company cannot scale if knowledge stays with individual people or markets. The challenge is to turn individual experience into organisational intelligence.



Share. Document. Challenge. Build on each other's ideas. That's how diversity becomes more than representation — it becomes a learning engine, and the knowledge base broadens with every new market.

eeVoices Supports the Racial Diversity & Inclusion Charter for Employers

eeVoices, the overarching brand behind eeCheck, supports the Charter — **an initiative of Hong Kong's Equal Opportunities Commission.**

“Different backgrounds don't weaken a common culture. When brought together effectively, they can make that culture — and the organisation behind it — stronger.”

Charter commitments



Racial equality & diversity policies



Fair recruitment & employment



Inclusive workplace practices



Employee engagement



Grievance mechanisms



Monitoring of progress

A Message from Our CEO



Adding someone from a different background can sometimes introduce complexity. But at eeCheck, we have learned to see that complexity differently: every new perspective is an opportunity to make our foundation stronger.

Someone may bring another language, culture, market knowledge, or a new way of thinking. What matters is what happens next — we learn from each other and build on each other's experience.

That has been one of the engines behind our growth across Asia. As we grow internationally, I believe it will become even more important.

Our 35+ language capabilities are one visible example. The bigger advantage is the collective mindset behind them.

Many backgrounds. One team. — Leo Ma, CEO, eeCheck

Frequently Asked Questions

Q1

Why does language capability matter in international background screening?

Sources, names, addresses and terminology differ by language; understanding context is key.

Q2

Does a multilingual team eliminate cross-border screening complexity?

No — but it provides a stronger foundation for dealing with it.

Q3

Why is local knowledge important if screening technology is improving?

Education, employment, data and regulations still differ from country to country.

Q4

How can diversity contribute to organisational knowledge?

Shared, documented experience turns individual insight into organisational intelligence.

Q5

How should employers approach screening across multiple Asian jurisdictions?

Account for country-specific requirements — see eeCheck's Asia Background Check and compliance guides.

Building an Asian Background Screening Company for the World

Employers hire across borders and candidates study and work in multiple jurisdictions. Screening providers must evolve with them.



Technology



Regional expertise



Multilingual
capability



Diverse perspectives

Final Takeaway

Global screening isn't only about technology or databases. It needs people who understand different languages, institutions, cultures and market practices. Our aim: keep turning individual market knowledge into shared organisational intelligence — combining technology, regional expertise, multilingual capability and human judgement.

Many backgrounds. One team. One increasingly connected world.