



2015 Corporate Sustainability Report

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“ HireRight takes pride in being a responsible corporate citizen and has developed programs and policies to help ensure that our actions match our values. ”

At HireRight, we are committed to a sustainable, environmentally conscious, and socially responsible future.

We continue to redesign our operational processes by focusing on waste reduction both in the form of system design as well as employee education and accountability.

Across the world, we continue to unleash programs empowering our people to generate ideas in order to reduce our global footprint on our environment. Through these initiatives, we continue to replenish the environment and make great progress on our mission to reduce waste. Through innovative ideas, we have redesigned an antiquated and very manual background screening industry and managed to drastically reduce paper waste by automating and digitizing much of the wing-to-wing fulfillment process.

When sustainability is viewed as being a matter of business innovation, I believe you can create massive change.

Omid Aslani
Senior Director of Corporate Sustainability

Introduction

Who is HireRight?

As one of the world's largest providers of employment screening services, HireRight specializes in helping organizations of all sizes and locations efficiently implement, manage and control their screening programs. We pride ourselves on working with the wide variety of organizational types and sizes that exist in today's global business environment. By providing easy-to-use, streamlined solutions, we can help solve even the toughest screening problems and help organizations work smarter.

Our Company Values

We have assembled an exceptional team committed to the success of our people and our organization. In addition, we have created a culture that is performance-oriented, yet highly collaborative and fun. For over three decades, HireRight has led the way in changing how companies around the world hire employees. Our employees are skilled, energetic professionals who ensure we drive this change even further.

Customer Dedication

Change may not be easy but it is a constant at HireRight when it comes to finding new and better ways to serve our customers. We believe a continuous improvement process that results in more satisfied, better served customers is the key to our success.

Innovation

Throughout HireRight's history, there have been inflection points in our business, where we have undertaken dramatic innovations and put space between us and the competition. Today, we continue to innovate in order to deliver greater speed and quality to our customers. Tomorrow, you can expect more of the same!

Accountability

At HireRight, we do what we say we are going to do. This is put into practice every quarter through our coordinated corporate and individual goal-setting processes. These processes allow our organization to work collaboratively in the service of achieving organizational objectives.

Passion

HireRight was founded with a passion for creating a better way to hire and build workforces. Today, that passion runs strong in our ongoing commitment to providing innovative solutions and high-quality service to our customers.

Facts

- » Founded: 1981
- » Launched the world's first Internet-based background screening solution: 1997
- » Headquartered in: Irvine, CA
- » Privately held
- » A global company spanning three continents
- » A Top HR Product of the Year Award recipient
- » An ACE Award for Excellence in Customer Satisfaction recipient
- » A Deloitte Technology Fast 500 Honoree recipient



Social Responsibility

HireRight does more every year to be sustainable and demonstrate leadership in ways that matter to our stakeholders and the world at large.

HireRight pursues sustainable innovation from end-to-end, ranging from the services we offer to how we provide them. We manage many types of employment background reports, all over the world. We use Information Technology (IT) relentlessly to make the network operate more efficiently and reduce the need to print and store hard copies. We train our team on the job and through our virtual university. This comprehensive approach to continuous improvement helps us demonstrate our leadership and social responsibility.



Sustainability at HireRight

Change may not be easy but it is a constant at HireRight when it comes to finding new and better ways to serve our customers. We believe that a continuous improvement process that results in more satisfied, better served customers is a key to our success.

Responsible Practices

Paper Shredding

As part of our green policy to reduce our impact on the environment, we make sure that all of our discarded papers are shredded in accordance to industry standards. We ensure shredded materials are processed into recycled paper products or energy. This lends itself to higher security standards as well as a high level of consciousness about our environment. Since 2001, HireRight has shredded 33,200 lbs of paper and saved 164 trees (approximation based on 202 lbs per tree).

Energy

Through measurement and analysis of consumption, HireRight continues to monitor our energy usage in an attempt to minimize our carbon footprint.

We are committed to conserving energy and reducing our impact on the environment.

- » We encourage employees to power down computers and lighting in areas that are not in use.
- » We make every attempt to efficiently manage our business to optimize space and energy use. For example, staff is grouped in consideration of both business needs and environmental responsibility. Areas of the office that are not in use are powered down and go dark.
- » Temperature is controlled by programmable thermostats, which are locked behind tamper-proof covers.
- » All printing devices are set to enter sleep mode after defined periods of inactivity to save power.
- » All monitors, laptops and desktop computers are configured, by default, to go into sleep mode when idle to conserve energy.

Electronics and Technology

Since 2011, we have been cognizant to ensure that, when possible, the equipment we purchase is Energy Star rated and end-of-life items are disposed of in a safe and responsible way.

Green Policy

HireRight is dedicated to environmental awareness, accountability and stewardship.

We recognize that our business has an impact on the environment and we are committed to performing operations in a manner that minimizes our carbon footprint. We conduct and grow our business in a manner that is respectful of the environment and aim to protect and conserve our planet's natural resources.

Our systems have been designed to automate and substantially eliminate the need to print reports in an industry where many screening companies mainly utilize paper to fulfill their operational activities. All employees are encouraged and expected to report any concerns about environmental impacts made by HireRight.



Sustainability in Operations

We have established formal social and green policies that expand on our principles and into our global community.

We are aware of the serious state of the health of our planet. This is a concern for all of us on both a personal and professional level. We believe it is deserving of focused consideration, which our green policies lend. Through ongoing adherence and development, these policies leave us in the best position to conduct business in a manner that consistently respects these important concerns.

HireRight strives to ensure that business decisions are cognizant of environmental and social impact. These areas include waste reduction, energy efficiency, and minimizing business travel. Our commitment is to actively contribute to sustainable development through environmental protection, social responsibility and economic progress.

To us, that means meeting the needs of society today, while respecting the ability of future generations to meet their needs.

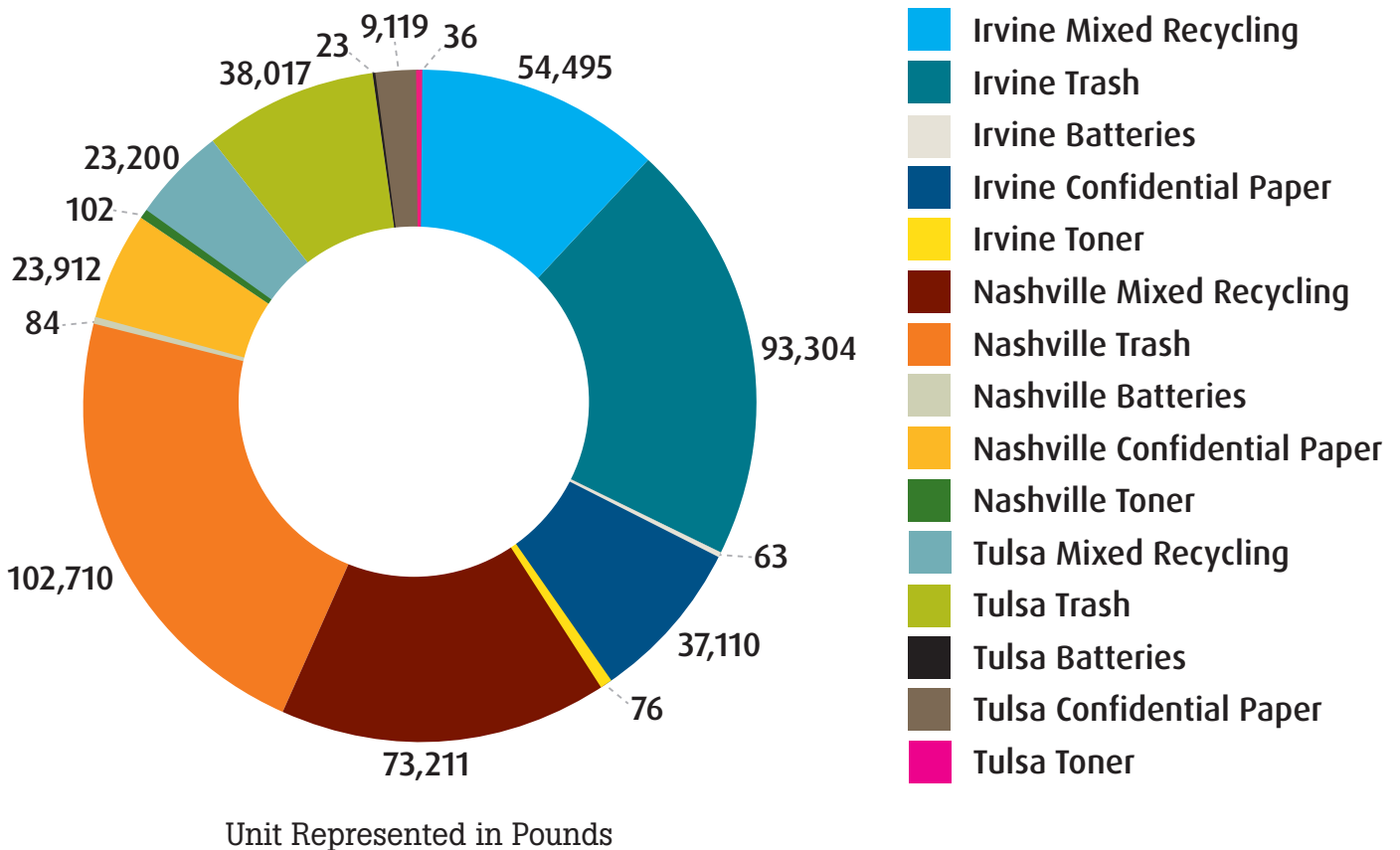
Going forward, HireRight plans to continue our successful initiatives and begin several new projects. We will continue to update company policies and procedures to encourage more support for sustainability practices. We will also maintain our search for energy conservation opportunities where applicable.

Waste Reduction

Besides the usual recycling of paper, glass, metal, and plastic, HireRight's recycling program also includes batteries, cell phones, electronics, toner cartridges, and most office supplies. By employing separate bins for recyclable and non-recyclables, we currently achieve an estimated 76.9% waste diversion rate.

Each year, billions of disposable bottles and cups end up littering our soil, rivers, lakes and oceans, killing countless fish and other animals. We identified recycling could be an easy way for our organization to ensure we do our part to save our planet. We have eliminated the use of paper cups for coffee and water in our kitchens, and instead have provided reusable mugs to our team. In addition, we have utilized hot/cold filtered water dispensers in all of our kitchens to eliminate the need for conventional plastic water bottles in our vending machines.

We estimate that approximately 21,000 plastic water bottles are saved annually at HireRight.*



*This number is based on the assumption that one water bottle would be used per day by each employee in our North American offices.

Electronic Signature

In 2013, HireRight implemented an eSignature system that helps drastically minimize the need to print and sign contracts, helping to deliver green solutions to both our customers and internal departments. The eSignature solution eliminates the need to print, fax, scan, mail and store paper documents. Through the eSignature solution, HireRight has reduced paper waste for repeated processes, creating a leaner and greener environment.

Automated Fax Archiving System

Our fax system automatically images incoming faxes and archives them to save paper. With this solution, faxes are not only quickly accessible but also prevent wasting paper throughout the year.

Someone Cares Soup Kitchen and Holiday Drive

Every year on Thanksgiving, HireRight collaborates with the Soup Kitchen on their mission “To feed a daily nutritional meal to the homeless, the unemployed, the working poor, the mentally challenged, the physically challenged, the senior citizens and most importantly—the children.” More than 500 guests are served each holiday, and most of them are “first-timers” to the Soup Kitchen. HireRight employees participate in our Holiday Drive programs during the Thanksgiving and Christmas holidays by bringing food, electronics and clothing, and by donating their time to these causes. In some instances, these programs also enable reusability of products, reducing the impact to the landfills.



Supply Chain

HireRight is committed to building and driving a sustainable supply chain by offering digitized products, such as Web-based background reports. This streamlines transactions and also reduces paper use.

Internally, HireRight is committed to reducing the use of paper. We have automated many of our internal processes, including performance reviews, benefits enrollment, and paychecks. HireRight also works with our customers to help them implement paperless solutions. We have helped many customers switch from paper-intensive fax processes to our web-based ordering system, which promotes both environmental and operational efficiencies. For drug screening services, we offer an electronic Chain of Custody (eCOC) solution, rather than using paper-based COC forms. The HireRight back-end system also relies on web-based and network technologies to enhance efficiency and promote paperless workflows.

Per the Environmental Paper Network report, in 2011 the annual paper consumption per person was about 730 pounds. The climate benefits of reducing paper consumption are significant. For example, if the U.S. cuts its office paper use by roughly 10%, or 490,000 metric tons, greenhouse gas emissions would fall by an estimated 1.45 million metric tons. This is the equivalent of taking 280,000 cars off the road for a year. It takes 24 trees to make one ton of uncoated, virgin (non-recycled) printing and office paper.*

By the end of FY2013, more than 86% of our orders were fulfilled electronically in the U.S., and we continue to improve this statistic by working with our clients, partners, and various agencies.

Today, We are Focused on the Following Areas:

- » Coordinating our marketing launches to reduce environmental impact
- » Converting the remaining part of our record library (paper based) to digital
- » Driving toward digital distribution of all our products
- » Making paper-use efficiency a company priority

HireRight is making an effort to reduce our supply chain impact. Over the past three years, we have reduced our impact each successive year as a result of distributing more products digitally.

*Keep America Beautiful

Data Center Energy

In 2006, United States (U.S.) data centers used approximately 61 billion kilowatt-hours (kWh) (about 209 trillion Btu in end use), accounting for about 1.5% of all U.S. electricity consumption (U.S. EPA, Report to Congress on Server and Data Center Energy Efficiency, August 2007).

One of the biggest steps that HireRight has taken toward better energy efficiency and sustainability was moving our data center from California to a more energy efficient facility in Tennessee.

Our new environmentally state-of-the-art facility has hot aisle/cold aisle row layout, which lowers cooling costs and better manages airflow, thus accommodating lower fan speeds and increasing the use of air-side economizers. This combination is capable of reducing fan energy use by 20-25% per DOE estimates.

Employee Commute

A large percentage of our employees work from home. Team members who work from home eliminate commute times and reduce costs related to commute expenditure.

This effort reduces carbon emission. In fact, studies show that on average every person who works from home saves an additional 2,500 pounds of carbon emissions each year.

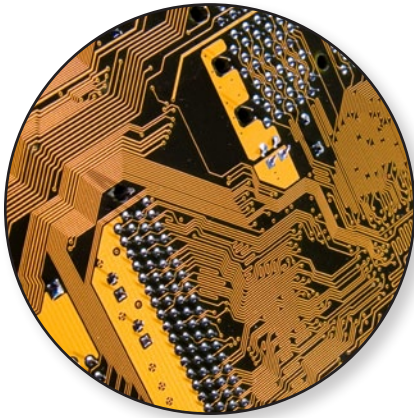
The Consumer Electronics Association (CEA) commissioned a study in 2007 on the energy savings associated with telecommuting and found that a single telecommuter could reduce overall energy consumption by 16 kWh every day he or she works from home.

Business Travel

HireRight has an ongoing commitment to reduce business travel by using teleconferencing or videoconferencing for meetings, trainings, and other regular business needs whenever possible.

While traveling, employees are also encouraged to use compact, subcompact, and/or hybrid technology vehicles when feasible.





Electricity Usage and Data Center Layout

Data center power and cooling are becoming major challenges for most organizations. Since 2002, electricity costs have risen by approximately 5.5% annually, and organizations are now spending approximately fifty cents on power and cooling for every dollar they spend on hardware, per the U.S. Energy Information Administration. According to Gartner, that ratio can be expected to grow substantially over the next few years. Energy costs will become an increasingly significant component of IT budgets, and an increasingly tough challenge for organizations as they work to grow their computing capabilities and contain costs.

For the past four years, HireRight has collected data center electricity usage statistics to quantify our electricity consumption and assess our greenhouse gas emissions. In 2012, our IT department drastically reduced our data center footprint by consolidating eight data centers down to four data centers worldwide and virtualized 95% of all servers on a Cisco UCS platform to reduce the number of servers. Since consolidating the data centers and upgrading our servers, we have reduced power usage by 45%.

HireRight has virtualized 60% of its desktop environment. A thin client device is used to connect to the VDI environment which consumes less power and fewer resources than a full PC desktop or notebook. We have also implemented a full EMC Symmetrix storage solution and employed storage virtualization to achieve an intelligent allocation of storage across a variety of hardware devices. This has resulted in a smaller storage footprint.

HireRight also launched a dramatic upgrade to its worldwide data center infrastructure and technology. The drive to create the new infrastructure was based on plans for continued global growth and, at the same time, influenced by green initiatives. The new infrastructure has many green benefits including reduced data center square footage by 60%, decreased power consumption by 45% and increased performance by 50%. The new data center achieves performance gains for our clients while reducing power consumption and our carbon footprint.



Employee Engagement

Research shows that organizations with engaged employees perform better, while billions of dollars are lost due to disengaged workers. In our experience, employees develop a deep sense of satisfaction and pride when participating in workplace giving programs. This engagement is invaluable to both the employees, local communities, and businesses.

Well-managed employee engagement initiatives can help develop awareness and understanding of the role that business has to play in promoting environmental and social sustainability. They can also enhance motivation and performance of staff in delivering on sustainability targets.

Sustainability creates opportunity for engagement, collaboration, and innovation. By involving employees in sustainability and innovation, HireRight embeds in our organization values and a culture of commitment to sustainability.

Green Team

Engaged employees in our Irvine office have formed a green team. This group was interested in reducing the environmental waste produced in our corporate office building. They completed a trash audit and realized that the majority of office waste was being recycled, but it was still company protocol to empty trash cans at each cubicle every day. This meant the janitorial staff was throwing out empty trash can liners each day. The team talked with the janitorial manager, who was delighted to support their effort to change this policy. Since 2010, as a result of this project, the green team has saved 5,600 plastic bags.

Annual Survey

As part of the process of completing the sustainability report, we conduct a Green Environmental Employee Survey every year. We also encourage our employees to share their sustainability suggestions and efforts with management.

Existing Sustainability and Corporate Social Responsibility Programs at HireRight by Location

Irvine

- » Recycle smart phones/mobile phones
- » Recycle computer equipment
- » Someone Cares Soup Kitchen
- » Youth Employment Services
- » American Red Cross blood drive
- » Adopt-a-Family

Charlotte

- » Dress for Success Charlotte
- » American Cancer Society
- » American Heart Association
- » YMCA (supporting underprivileged families)
- » Stand-Alone Marines
- » Recycle paper

Nashville

- » Second Harvest Food Bank
- » American Red Cross
- » Recycle plastic and cans
- » Recycle printer toner
- » Recycle CDs/all Paper through Iron Mountain
- » Lights and HVAC—on timers to save energy
- » Collect soda tabs for Ronald McDonald House

Tulsa

- » American Cancer Society
- » American Red Cross
- » Broken Arrow Neighbors
- » John 3:16 Mission
- » Recycle printer toner and paper

London

- » Recycle printer toner
- » Recycle office furniture recycling (cabinets, chairs, etc.)
- » Recycle aluminum cans, paper, cardboard and plastic

Toronto

- » The Canadian Red Cross in support of the Alberta Flood Victims
- » Kids Help Phone
- » Canadian Cancer Society
- » The Toronto Wildlife Centre
- » Adopt-a-Family through the Toronto Children's Aid Society
- » Toronto hospital for sick children
- » Donate chocolate bar wrappers to TerraCycle who upcycle them into products such as backpacks, shopping bags, etc. For every wrapper donated, TerraCycle donates two cents to Kids Help Phone.
- » Gold LEED Certified (program focused on healthy living and energy efficiency)
- » Recycle paper, glass, cans, batteries, cell phones, toner waste
- » Recycle used coffee packets back to coffee supplier
- » Building lights on timers
- » Does not supply paper cups for beverages. Employees are encouraged to bring reusable cups from home.





Energy
Efficiency &
Conservation



Water &
Wastewater
Systems



Green
Buildings



Waste
Reduction &
Recycling



Climate-
Friendly
Purchasing



Efficient
Transportation

Future Goals

Energy

- » Management of workspace energy efficiency so resources are not wasted on unnecessary lighting and heating space.

Employee Engagement

- » Increase employee engagement by leveraging the web and social media to engage employees on sustainability and other policies.
- » Continue to establish open, two-way communication between employees and leadership to drive engagement in order to contribute to HireRight's green projects and policies.

Office Supplies and Paper Products

- » Drive a Continuous Quality Improvement (CQI) project to continue to reduce the need for printing paper for both internal operations processes as well as working with vendors/suppliers. Over the past three years, HireRight has managed to significantly reduce our paper usage (86%) compared to the last period, and we aim to reach 90% by the end of the year.

NOTE: Specific values provided in this report are general approximations.



Intelligence to move forward.SM

