

Hire Smarter.
Onboard Faster.®





Forward-Looking Statements

This report contains "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements reflect our current views with respect to, among other things, our operations and financial performance. Forward-looking statements include all statements that are not historical facts. These forward-looking statements relate to matters such as our industry, business strategy, goals, and expectations concerning our market position, future operations, margins, profitability, capital expenditures, liquidity and capital resources, and other financial and operating information. In some cases, you can identify these forward-looking statements by the use of words such as "anticipate," "assume," "believe," "continue," "could," "estimate," "expect," "intend," "may," "plan," "potential," "predict," "project," "future," "will," "seek," "foreseeable," "target," "guidance," the negative version of these words, or similar terms and phrases.

These forward-looking statements are subject to various risks, uncertainties, assumptions, or changes in circumstances that are difficult to predict or quantify. Such risks and uncertainties include, but are not limited to, the following: negative changes in external events beyond our control, including our customers' onboarding volumes, economic drivers which are sensitive to macroeconomic cycles, such as interest rate volatility and inflation, geopolitical unrest, and the COVID-19 pandemic; our operations in a highly regulated industry and the fact that we are subject to numerous and evolving laws and regulations, including with respect to personal data and data security; inability to identify and successfully implement our growth strategies on a timely basis or at all; potential harm to our business, brand, and reputation as a result of security breaches, cyber-attacks, or the mishandling of personal data; our reliance on third-party data providers; due to the sensitive and privacy-driven nature of our products and solutions, we could face liability and legal or regulatory proceedings, which could be costly and time-consuming to defend and may not be fully covered by insurance; our international business exposes us to a number of risks; the timing, manner and volume of repurchases of common stock pursuant to our share repurchase program; the continued integration of our platforms and solutions with human resource providers such as applicant tracking systems and human capital management systems as well as our relationships with such human resource providers; our ability to obtain, maintain, protect and enforce our intellectual property and other proprietary information; disruptions, outages, or other errors with our technology and network infrastructure, including our data centers, servers, and third-party cloud and Internet providers and our migration to the cloud; our indebtedness could adversely affect our ability to raise additional capital to fund our operations, limit our ability to react to changes in the economy or our industry, and prevent us from meeting our obligations; and control by our Sponsor, "Silver Lake", (Silver Lake Group, L.L.C., together with its affiliates, successors, and assignees) and its interests may conflict with ours or those of our stockholders.

For additional information on these and other factors that could cause First Advantage's actual results to differ materially from expected results, please see our Annual Report on Form 10-K for the year ended December 31, 2022, filed with the Securities and Exchange Commission (the "SEC"), as such factors may be updated from time to time in our filings with the SEC, which are or will be accessible on the SEC's website at www.sec.gov. The forward-looking statements included in this report are made only as of the date of this report, and we undertake no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments, or otherwise, except as required by law.

Reporting Year and Scope

Unless otherwise specified, this report focuses primarily on activities during calendar year 2022. All references to a "year" refer to calendar years. First Advantage's fiscal years coincide with calendar years; therefore, information relating to financial performance is referring to calendar and fiscal years, which are the same.

Disclaimers

For additional information and reconciliation of the Company's revenues for the years ended December 31, 2019, 2020, 2021 and 2022, please see our Annual Report on Form 10-K, filed with the SEC.

The "First Advantage" logo, First Advantage, and other trademarks, service marks, and logos (the "Trademarks") used in this publication are registered or unregistered Trademarks of First Advantage Corporation or their respective owners. Trademarks may not be used for any purpose whatsoever without the express written permission of the Trademark owner.

All information contained in this report is as of December 31, 2022, unless otherwise indicated.

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To Our Customers, Employees, Investors, and Partners,

First Advantage feels privileged to serve our large and growing customer base with tailored background screening solutions through the broad talents and vertical specialization of our global team. Our teams help our customers and their talent navigate the applicant journey with solutions to hire smarter and onboard faster. We recognize this partnership would not be possible without the dedication of our employees – and we are proud that our collective work facilitates strength and safety in our clients’ organizations by empowering faster, more informed decision-making.

As a business so interconnected with technology, human capital, globalization, personal data, and ethical operations, the sustainability of our organization is critical. To power this sustainability for the long term, we believe a focus on relevant environmental, social, and governance (“ESG”) considerations is natural and critical to our future success. In this, our second annual Sustainability Report, we are excited to share with you some of the progress we have made, as well as our vision for the path forward, on the ESG value creation opportunities we believe are most important to our business. These sustainability strategies are driven by our corporate culture, governed by our corporate values, and championed by our corporate leadership.

Throughout 2022, we gained significant momentum advancing the individual through collective action by focusing on the employee experience, connectivity, and diversity, equity, and inclusion (“DE&I”). With a distributed workforce in countries around the globe, our DE&I strategies are critical to retention and productivity while creating a sense of belonging throughout our company. We continued to provide mentorship and career development to our team, while also providing opportunities for community impact and volunteerism.

2022 also was a big year for advancing our governance structures and responsible operatorship. We continued to develop our Code of Business Conduct and Ethics, supplier diversity program, and monitoring systems to protect human rights and drive environmentalism throughout our supply chain. We increased our already robust cybersecurity and data protection program, developing even deeper prevention, remediation, training, and oversight frameworks. New reporting tools implemented during the year will also help us to continue to track these types of initiatives, progress climate scenario planning and carbon footprint reduction, and provide ongoing transparency to our stakeholders.

We remain committed to a mission of creating innovative solutions that enable companies to hire smarter and onboard faster. Sustainability continues to be deeply embedded in this mission, and we look forward to continuing to deliver a superior customer experience aligned with responsible business practices.

Scott Staples
Chief Executive Officer

WE ARE YOUR FIRST ADVANTAGE

First Advantage (NASDAQ: FA) is a leading global provider of innovative employment background screening and verification solutions, managing one of the earliest and most important interactions between an applicant and a hiring organization.

Enabled by our proprietary technology, First Advantage's products help companies protect their brands and provide safer environments for their customers and their most important resources: employees, contractors, contingent workers, tenants, and drivers.



COMPANY SNAPSHOT

33K

Customers

Customers include

50%+

of Fortune 100

Customers include

~33%

of Fortune 500

100M+

Screens

97%

Gross Retention Rate

13-year

Average Tenure Among Top 100 Customers

\$810M

2022 Revenues

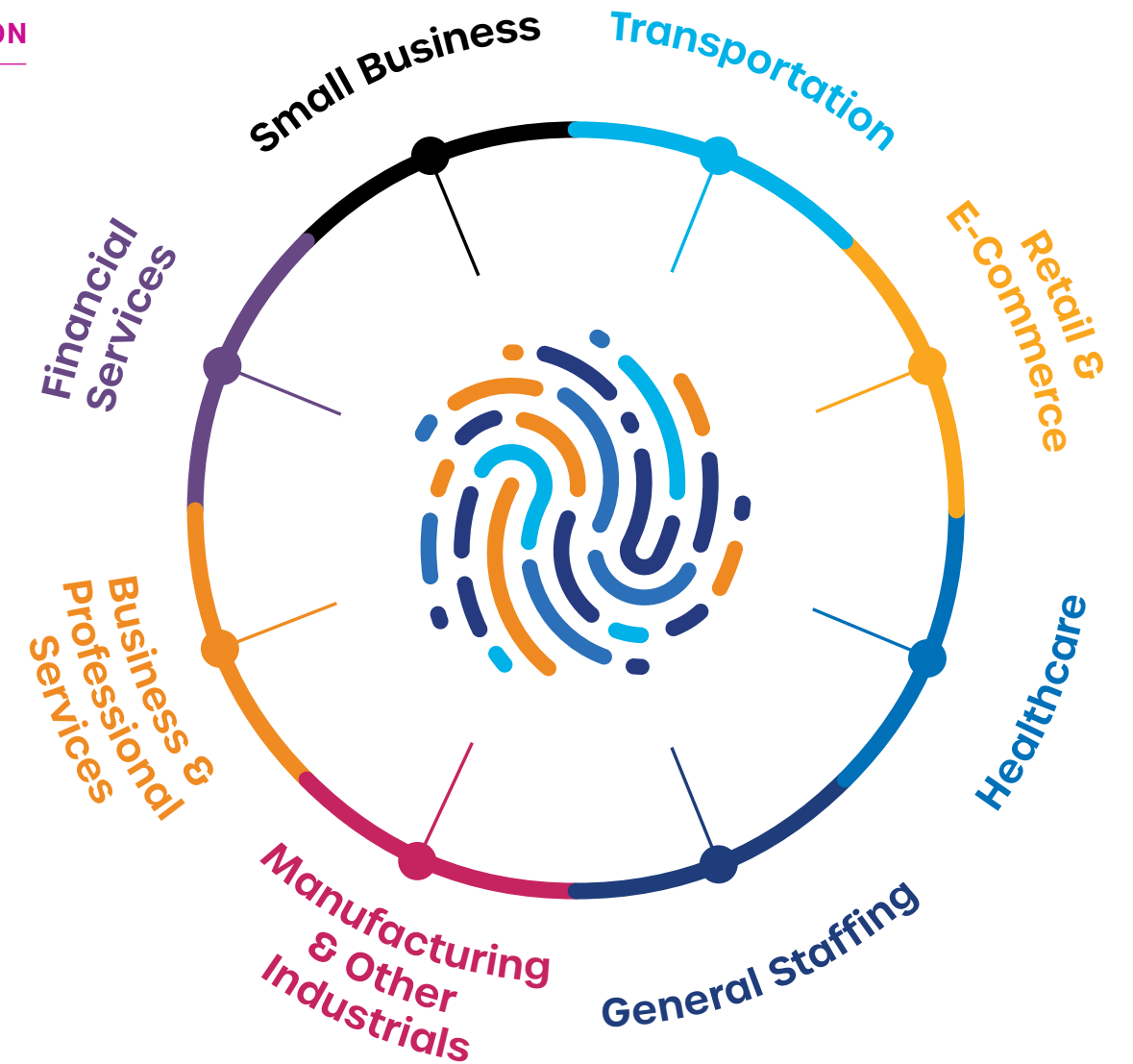
14%

Revenues Growth Y/Y

19%

3-year Revenues CAGR

END MARKETS OF INFLUENCE AND PARTICIPATION



Our Values

Do the right thing

- ▶ Honesty, consistency, responsibility

Show respect for the individual

- ▶ Environment of dignity brings out potential

Put the customer first

- ▶ Outside-in approach

Innovate and create

- ▶ Out-of-the-box thinking

Collaborate and appreciate one another

- ▶ Team-oriented

FIRST ADVANTAGE AND SUSTAINABILITY

Our commitments to advancing sustainability are through a lens of enhancing stakeholder value while continuing to be a responsible corporate citizen, an employer of choice, and a leader in the ethical treatment of a diverse employee base. We believe that embedding the following considerations throughout our business drives stronger and more resilient performance.



ENVIRONMENTAL

As a global company, we are keenly aware of the impact that corporate operations can have on the surrounding environment. Our distributed workforce model minimizes our facilities footprint, while optimizing our global reach, and we are systematically seeking ways to manage, reduce, and positively influence our environmental impact. We do not have a vehicle fleet or significant direct fuel consumption, which also mitigates our impact on the environment.



SOCIAL

With a multinational presence, the First Advantage team is inherently diverse. Our goal is to promote an environment that celebrates each individual, provides equality of opportunity, and secures a safe and healthy working environment. We make express commitments to participate in our communities, respect human rights, prohibit child labor, and work with our vendors to promote this same focus.



GOVERNANCE

First Advantage recognizes its responsibility as a global corporate citizen to do what's right, and that requires not only compliance with laws and regulations, but also a commitment to ethical behavior. We memorialize these ethics through a variety of policies – summarized in the appendix of this report – with the support and oversight of our Board and executive leadership. Further, as a processor of information, we employ robust cybersecurity strategies and believe many of our approaches are industry-leading.

OUR GLOBAL FOOTPRINT

AMERICAS
~1,400 employees

INDIA
~3,700 employees

ASIA-PACIFIC
~500 employees

EUROPE
~200 employees

2022 Achievements

1. DE&I AND EMPLOYEES

- ▶ Maintained high employee engagement scores
- ▶ Enhanced work-life balance resources and supported employee needs
- ▶ Added two new Employee Resource Groups, now four total
- ▶ Continued DE&I-related training for multiple leadership levels
- ▶ Launched company-wide global Diversity and Inclusion Calendar
- ▶ Introduced Juneteenth as a U.S. company-paid holiday

2. COMMUNITY

- ▶ Fostered volunteerism through launch of the FA Cares platform
- ▶ Launched FA Global Mentorship pilot program
- ▶ Organized community action and participation
- ▶ Established a partnership with the Global Mentorship Initiative

3. STRUCTURE, POLICY, AND PROCESS

- ▶ Implemented a third-party tool to begin gathering data related to sustainability, including environmental disclosures
- ▶ Enhanced Global Code of Conduct and Ethics
- ▶ Expanded cybersecurity program and protections
- ▶ In this report, made SASB- and TCFD-aligned disclosures
- ▶ Prepared Corporate Responsibility and Sustainability Policy, which will be published in 2023

Awards & Recognition





Human-powered, human-centered.

We love that the work we do matters.
Our team is inspired by collective purpose,
while our organization is enhanced by individual effort.

IN THE WORDS OF OUR TEAM

“ My job lets me have a positive impact. The hiring process can be stressful and confusing. My job is to eliminate those barriers and make the applicant journey efficient and successful.

- Employee quote from 2022 Global Employee Engagement Survey

“ What I love about working at First Advantage is that we are so focused on people. Our company cares about people, and I believe in what we are doing.

- Employee quote from 2022 Global Employee Engagement Survey

ADVANCING DIVERSITY, EQUITY, AND INCLUSION

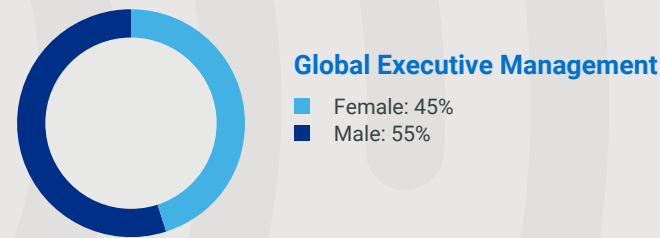
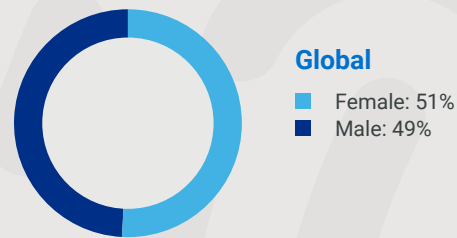
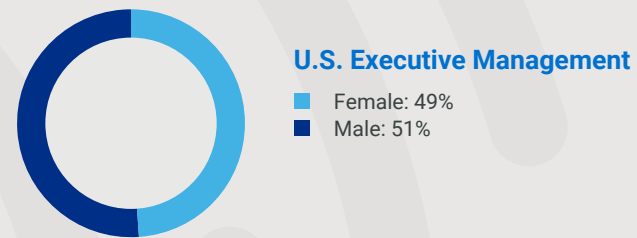
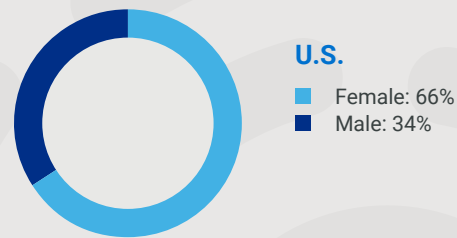


The success of our company and the value we can provide to our customers lies in the strength of our global team. Our goal is to maintain an active, dynamic DE&I program that continues to promote an environment that celebrates each individual and paves the way for equitable opportunity.

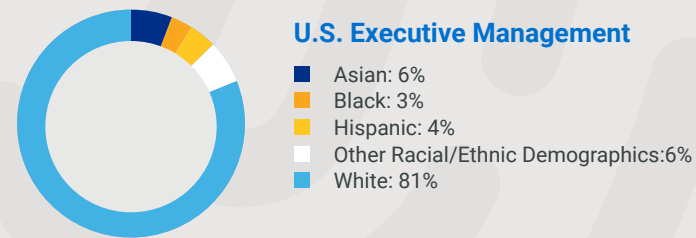
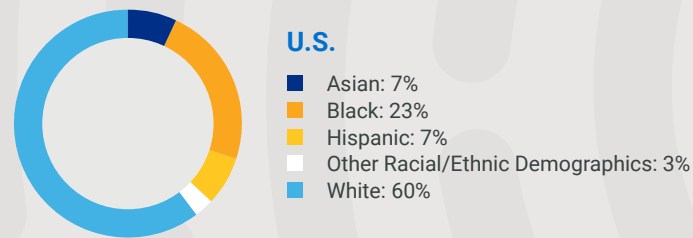
We believe we benefit from diverse perspectives, which enhances the value proposition of our company. We continue to advance diversity initiatives with intentionality as well as inclusive workplace practices to support and retain top talent.

Organizational Diversity*

GENDER DIVERSITY



RACIAL/ETHNIC DIVERSITY



*First Advantage reports racial/ethnic diversity using only U.S. demographic information and excludes any associates who did not disclose, which is consistent with our Equal Employment Opportunity ("EEO") reporting. Gender data is based on the global workforce and excludes associates who do not have a binary gender on record. "Executive Management" includes individuals within two reporting levels of the CEO. "Other" in regard to racial/ethnic diversity encompasses the following associate demographics: American Indian or Alaska Native, Native Hawaiian or Other Pacific Islanders, and Two or More Races.

Employee Engagement

In 2022, we continued to conduct our annual Global Employee Engagement Survey, in addition to DE&I-specific pulse surveys, to maintain an active dialogue with our employees about our progress on DE&I considerations. These touchpoints, along with industry best practices, are helping to formulate our long-term goals around diversity, equity, and inclusion.

THE FUTURE OF DE&I AT FIRST ADVANTAGE

We have set a near-term roadmap for advancement of DE&I through 6 priorities:



EMPLOYEE RESOURCE GROUPS

Our Employee Resource Groups (ERGs) are executive-sponsored and employee-led organizations that seek to celebrate our diversity and create communities through common affinity. In 2022, we established two new ERGs, Generations and Pride, in addition to our existing ERGs, Women @ FA and African, Black, and Caribbean.

During 2022, First Advantage ERGs held 20+ events, engaged in a safe space on Yammer sites, and developed podcasts for employees.



ENGAGEMENT AND PULSE SURVEY RESULTS

Global Employee Engagement Survey

80%

Three-Year Average Overall Favorable Responses

93%

2022 Participation Rate

DE&I Pulse Survey

4,700+ RESPONSES

Over 4,700 global employees surveyed, providing geography-specific DE&I insights

+11%

+11 First Advantage culture overall favorability was 73%, +11% from 2021

+11%

+11 Women's (U.S./U.K./Canada) overall favorability was 78%, +11% from 2021

+20%

+20 Black or African American (U.S.) overall favorability was 78%, +20% from 2021

Favorability indicates responses that were either "Agree" or "Strongly Agree"

OUR ONGOING COMMITMENT

DE&I VISION STATEMENT

Operating with empathy and compassion, First Advantage fosters a global inclusive workforce devoted to the diverse voices that make up our talent and products. Our team members empower each other to be their authentic selves and treat all with respect, integrity, and fairness.

COMPREHENSIVE DE&I EDUCATION

- 211** Leaders completed interactive DE&I seminar course
- 174** Hiring managers completed Unconscious Bias training
- 144** Completed Diversity Made Simple for Managers course
- 145** Completed Equality and Diversity course

23 MENTORS AND 23 MENTEES
matched for the pilot of the FA Global Mentorship program

PROMOTING BEHAVIORAL COMPETENCIES FOR OUR FUTURE







FIRST ADVANTAGE'S SOAR PROGRAM



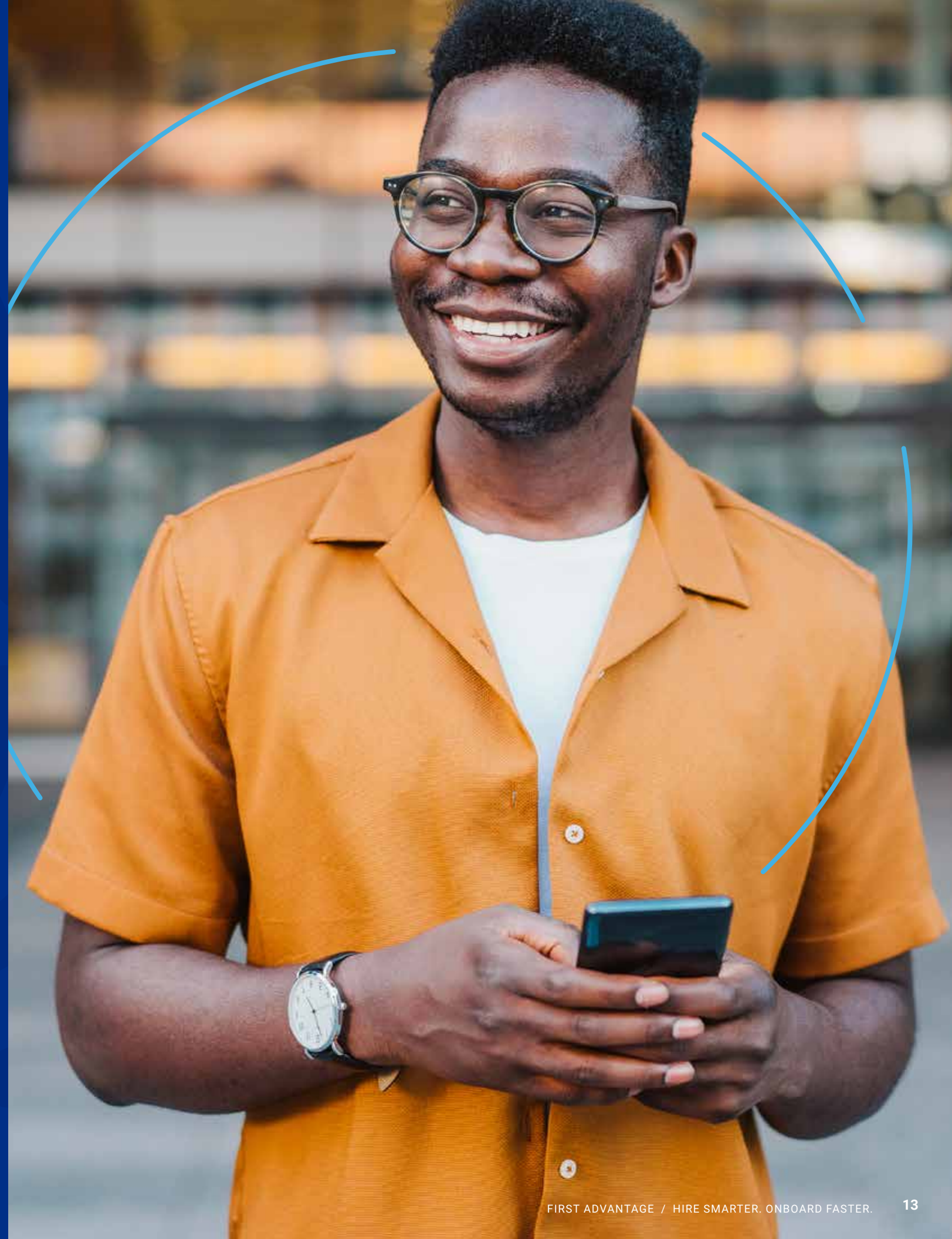
Stretching over a six-month period, the Professional Growth for FA Managers (SOAR) program is a learning experience which provides the tools our managers need to build stronger teams, become better leaders, and drive more effective outcomes. It is our aim that the SOAR program empowers our front-line managers – many of whom are subject-matter experts that have been promoted from within the company – in leading their teams into the future.

SOAR IN 2022

- 13** Total groups 
- 10** Represented regions 
- 126** Participants 
- 306** Since 2019, SOAR has graduated a total of 306 First Advantage employees 

"I thoroughly enjoyed SOAR and am grateful that First Advantage spent the time and effort making this available to me. I appreciate being able to immediately apply this knowledge to build relationships with my team and colleagues and to improve as an employee and manager. I would recommend everyone to participate in SOAR regardless if they are people managers because the skills can benefit a person in all relationships, not just business."

Lisa N., Client Service Manager



FA CARES



We believe in continuing to foster our sense of internal community by giving back to the communities in which we live and do

business. We encourage and support corporate volunteerism through our FA Cares program.

In addition, we are introducing Volunteer Time Off (VTO) in the U.S. in 2023 – facilitating ongoing community engagement in our workforce.

First Advantage Cares Mission Statement

First Advantage's FA Cares program aims to provide leadership to causes, positioning the company to serve. The FA Cares global mission is to strengthen the communities we live and work in through volunteerism and philanthropy. FA Cares allows employees to get involved and participate by using their skills and talents to help causes, projects, and not-for-profit organizations to benefit society.

FA CARES IN 2022

- ▶ First Advantage joined the Global Mentorship Initiative, a 501(c)3 nonprofit that connects graduating college students from undeserved communities to careers through structured, short-term mentorship. Through this program, First Advantage employees will have the opportunity to sponsor students through mentorship.
- ▶ To ensure children in the Tampa Bay area would sleep comfortably, First Advantage volunteers constructed 40 beds with non-profit Sleep in Heavenly Peace.
- ▶ First Advantage team members, their family, and friends donated an estimated \$10,000 in winter apparel through a Winter Coat Drive hosted by the African, Black, and Caribbean ERG.



"Many times, we take for granted the things we have around us every day, whether it be clean running water, food in the fridge, or a comfortable place to lay our head to sleep. Many people in our communities, our neighbors, coworkers, or even friends or family members go without many of these basic needs every day. It's up to each of us to do our part by helping. There are thousands of ways to lend a hand like volunteering or donating to a food bank or mentoring someone who needs guidance."

Amanda M.,
Customer Success Director

175+ AGENCIES

The FA Cares platform gives team members access to 175+ agencies across the globe offering in-person and virtual volunteer opportunities.





Acting with Responsibility

We believe excellence is powered by governance. Our policies and processes bring our values to life, holding us accountable for performance and progress.

IN THE WORDS OF OUR TEAM

“ My favorite part of working at First Advantage is how collaborative the team is in support of what our clients need. We are each valued as individuals but with inspired collective purpose for our customers.

- Employee quote from 2022 Global Employee Engagement Survey

“ Providing a risk mitigation solution with valuable benefits is extremely rewarding. First Advantage really does have the best solution on the market, and I enjoy making it even better.

- Employee quote from 2022 Global Employee Engagement Survey

CORPORATE RESPONSIBILITY AND SUSTAINABILITY POLICY

The commitments and aspirations of our sustainability approaches have been memorialized in our upcoming Corporate Responsibility and Sustainability Policy, which will be published in 2023.

GUIDING PRINCIPLES

- ▶ Minimize the impact and maximize the benefits that our work has on the environment and people around us
- ▶ Integrate our sustainability considerations into our business decisions and encourage our business partners to do the same
- ▶ Comply with and exceed, where appropriate, all applicable legislation, regulations, and codes of practice, especially in the areas of human rights and data security
- ▶ Review, regularly report, and continually strive to improve our sustainability performance



CORPORATE RESPONSIBILITY AND SUSTAINABILITY POLICY KEY AREAS



Employees

- ▶ Workplace Wellness
- ▶ Occupational Health & Safety
- ▶ Diversity, Equity, and Inclusion
- ▶ Employee Resource Groups



Ethics

- ▶ Anti-Slavery Transparency Statement
- ▶ Global Code of Conduct and Ethics



Responsible Trading

- ▶ Supplier Code of Business Conduct
- ▶ Supplier Diversity
- ▶ Supplier Health and Safety
- ▶ Supplier Environmentalism



Community

- ▶ Corporate Volunteerism
- ▶ Directly contribute to and sponsor causes, including Boys and Girls Club of America, local hospitals, and other charitable organizations



Environmentalism

- ▶ LEED Silver Certified Headquarters
- ▶ Energy Star Certified Headquarters
- ▶ Environmental Management System
- ▶ Regional Recycling Programs



Cybersecurity

- ▶ Prevention, Detection, and Response
- ▶ Certification and Auditing
- ▶ Regulation and Oversight
- ▶ Training

2022 Overview

100+ DIVERSE SUPPLIERS

19 Minority-Owned Business Enterprises

47 Women-Owned Business Enterprises

3 Veteran-Owned Business Enterprises

31 Small Business Enterprises

1 LGBTQ+ Owned Business Enterprises

A DIVERSE AND RESPONSIBLE SUPPLY CHAIN

In 2022, we placed deliberate focus on enhancing responsibility in our supply chain, including respect for human rights and promoting supplier diversity. Our standards are high because the integrity and diversity of our supply chain is a priority for First Advantage.

Highlights of Our Supply Chain Governance

CODE OF BUSINESS CONDUCT

All suppliers must agree to comply with the First Advantage Code of Business Conduct, requiring:

- ▶ Prohibition of child or forced labor
- ▶ Specific compliance with the U.K. Modern Slavery Act of 2015 and the Australian Modern Slavery Act of 2018
- ▶ Freedom of association and collective bargaining
- ▶ Prohibition of discrimination, harassment, or abuse
- ▶ Implementation of a health and safety management system
- ▶ Wage and working time requirements
- ▶ Responsible environmental operatorship and regulatory compliance
- ▶ Ethical behavior, including anti-corruption standards
- ▶ Refraining from unfair business practices / committing to fair dealing
- ▶ Appropriate handling and security of information and data

SUPPLIER DIVERSITY

We have worked hard to direct our spend, where practical, towards responsible, diverse suppliers.

- ▶ We define a Diverse Supplier as one that is at least 51% owned, operated, and controlled by a person or persons who are part of commonly recognized diverse categories
- ▶ Our definition extends to diversity of gender, race / ethnicity, ability, sexual orientation, socioeconomic background, geography, and education
- ▶ We require that the ownership interest be real, substantial, continuing, and certified
- ▶ We further ask our suppliers to utilize diverse suppliers
- ▶ In 2022, we implemented a digital management tool to track these initiatives, recording diverse suppliers and spend

CYBERSECURITY AND DATA PRIVACY

Processing information is the core of our business, making our commitment to high standards of data protection mission-critical.



“Throughout the year, we focused on enhancing our cybersecurity and data protection strategies, capturing threats right at the front door. We invested heavily in monitoring capabilities and threat prevention, with pressure-testing to gauge our success. Looking forward, however, we know that we must continue to advance our program, growing in maturity and addressing ever-increasing scales of risk. This is the commitment we make to our customers, to our employees, and to our stakeholders.”

Sandeep P., Global Chief Information Security Officer, SVP

Our Cybersecurity Program

PREVENTION, DETECTION, AND RESPONSE

- ▶ Role-based privileged data access
- ▶ Least Privilege principles established for Identity and Access Management
- ▶ Data encrypted at rest and in-transit
- ▶ Multi-layer inspection and remediation including next-generation firewalls and endpoint detection
- ▶ Secure VPN for critical applications and to support our distributed workforce
- ▶ Threat Management function that detects and responds to threats with a mix of automation through playbooks and a skilled operations team
- ▶ Multi-factor authentication
- ▶ Robust testing including phishing emails and penetration testing against ransomware

CERTIFICATION AND AUDITING

- ▶ ISO 27001 and ISO 27701
- ▶ SOC 1 and SOC 2
- ▶ Outsourced Service Provider Audit Report (OSPAR – Asia)
- ▶ Criminal Justice Information Services (CJIS – certification by a division of the U.S. Federal Bureau of Investigation)
- ▶ Professional Background Screening Association (PBSA)
- ▶ Regular First Advantage customer audits for the most up-to-date processes
- ▶ Annual First Advantage internal review

REGULATION AND OVERSIGHT

- ▶ Directed by our Chief Information Security Officer (CISO)
- ▶ Regular meetings between the CISO and First Advantage leadership
- ▶ Quarterly Risk Register report to the Audit Committee of the Board of Directors
- ▶ Monitoring of regulation through engagement of outside counsel
- ▶ Global internal management with a dedicated team of specialists for threat management, application security, audit and compliance, vulnerability management, and incident management

TRAINING

- ▶ Annual training of the entire First Advantage employee base in privacy and security
- ▶ Annual global Fair Credit Reporting Act (FCRA) training
- ▶ Annual global training in records management
- ▶ Specific training for those handling Personally Identifiable Information (PII), including Privacy Shield training for all those accessing European data for General Data Protection Regulation (GDPR) compliance
- ▶ Annual global Foreign Corrupt Practices Act (FCPA) and Anti-Bribery training



MITIGATING CLIMATE CHANGE

As a technology-oriented company with a distributed workforce, we are focused on managing our environmental impact and furthering our ability to proactively manage our carbon footprint.

We believe our efforts towards positive climate risk strategies also prepare us for flexibility in an evolving regulatory environment around climate disclosure. For the first time, this year, we are disclosing our progress under the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework and plan to continue enhancing our environmental management systems.

Corporate Social Responsibility Environmental Statement

First Advantage recognizes that, as a global company, we have an impact on the environment and should seek to manage, reduce, and influence such impact. We are proactively working to identify potential environmental impacts resulting from our operations. We will use these findings, and gather related data thereon, to expand our environmental sustainability strategies. Our hope is to reduce First Advantage's global carbon footprint.

Our Approach to Environmental Management

RESOURCE USE AND WASTE REDUCTION

- ▶ We have adopted digitally automated processes that conserve both water and paper
- ▶ Our eSignature system reduced over 49,000 pounds of carbon emissions, conserved 61,000 gallons of water, and saved 20,000 pounds of wood in 2022

SUPPLIER ENVIRONMENTALISM

- ▶ We require that our suppliers commit to reducing their environmental impact and comply with standards and regulations around waste, emissions, and reporting

ENERGY AND SYSTEMS EFFICIENCY

- ▶ We use energy-efficient equipment and airflow management and optimized cooling systems
- ▶ First Advantage seeks renewable energy use in our third-party operated data centers, and our company is headquartered in a LEED Silver and Energy Star certified building

FOOTPRINT INTENTIONALITY

- ▶ Moving to a distributed workforce model has allowed us to reduce our overall facilities footprint in 2022

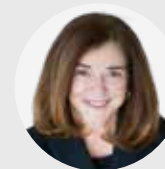
MONITORING

- ▶ We track our energy and emissions profile and have implemented a software platform to measure our global carbon footprint

GOVERNANCE AND ACCOUNTABILITY

Commitments we make are governed by an extensive suite of policies and our engaged, active leadership. Our talented executives and our experienced Board of Directors hold the organization accountable for responsible progress.

First Advantage is proud of – and we believe has benefited from – the diversity of our Board



Susan Bell
Managing Partner,
Atlanta Office, EY (retired)



James Clark
President & CEO, Boys & Girls
Clubs of America



Joseph Osnoss
Chair of the Board
Managing Partner, Silver Lake



Bridgett Price
Global Human Resources Officer,
Marriott (retired)



John Rudella
Director, Silver Lake



Judith Sim
Chief Marketing Officer, Oracle
(retired)



Scott Staples
CEO, First Advantage



Bianca Stoica
Director, Silver Lake

ETHICS AND POLICIES

The quality of First Advantage's services and operations affects our reputation, productivity, profitability, and market position. Our principles are memorialized in a variety of policies, which are detailed in the Appendix.

[Global Information Privacy Policy](#)

[Data Protection and Privacy Policies](#)

[Global Code of Conduct and Ethics](#)

[Code of Business Conduct](#)

[Corporate Responsibility and Sustainability Policy](#)

[Anti-Slavery Transparency Statement](#)

[Global Anti-Fraud and Whistleblower Policy](#)

[Global Anti-Bribery and Foreign Corrupt Practices Act \(FCPA\) Policy](#)

[Global Anti-Money Laundering and Sanctions Statement](#)

[Business Continuity Policy](#)

[Securities Trading Policy](#)

[Facility and Personnel Security Policy](#)

[FA Cares Volunteer Time Off Program and Policy](#)

[Diversity, Equity, and Inclusion Program](#)

LOOKING AHEAD

First Advantage is an organization driven by progress and service. As an industry pioneer with a deep sense of corporate responsibility to our clients, our employees, and our stakeholders, First Advantage is focused on operating sustainably.

Looking ahead, we plan to continue to advance our global human capital and DE&I strategies with the leadership of our Board of Directors and executive management team. In 2023, we will establish a Board of Directors sub-committee dedicated to corporate responsibility and sustainability, which will include assessing and managing environmental risk. With sustainability-related data management platforms in place, we look forward to continuing to gather relevant information to enhance long-term climate planning as well as more robust overall reporting. We will continue to keep our customers' data privacy as an utmost consideration as we advance the maturity of our cybersecurity program. And, we look forward to more acts of community service through the FA Cares platform.

Sustainability is the reflection of our values-driven ethos, and these actions are our means to continue showing up for our customers and their applicants as their First Advantage.

**Hire Smarter.
Onboard Faster.**

Appendix

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Sustainability Accounting Standards Board (SASB) Index

This report marks the first year First Advantage has reported metrics in alignment with certain SASB indicator standards for its industry with the purpose of providing industry-comparable environmental, social, and governance information to our stakeholders. The information below provides content aligned with the Professional & Commercial Services SASB standard. First Advantage has not reported all of the metrics or information indicated in that standard and in some cases alternative metrics or information have been reported. Unless expressly stated otherwise, all data disclosed covers the global organization and full calendar year through December 31, 2022. Disclosures made in accordance with the SASB standards are not necessarily material, within the meaning of the U.S. federal securities laws, to First Advantage and the inclusion herein of such disclosures should not be considered as an admission of their materiality by First Advantage.

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

DATA SECURITY		
ACCOUNTING METRIC	DISCLOSURE	CODE
Description of approach to identifying and addressing data security risks	Data privacy and security is one of the highest priorities for First Advantage. We have robust systems in place to mitigate data breaches to protect our customers. First Advantage has an established Information Security Risk Program that includes components such as risk assessments, vulnerability threat identification and assessment (process-based and technical testing), and information security management framework and lifecycle that defines threat and risk criteria used to prioritize the implementation of controls and remediation. With ISO 27001, ISO 27701, SOC 1, and SOC 2 certifications, we believe First Advantage's risk management program is positioned to manage risks properly and proactively. This risk management program is reviewed and conducted at least once a year or when there are significant changes to the business process.	SV-PS-230a.1
Description of policies and practices relating to collection, usage, and retention of customer information	Subject to applicable laws and contractual terms and conditions of its services, data collected from customers about candidates or collected directly from candidates resides in First Advantage's secure data center (depending in part on the geographic location of the candidate) and is subject to the Company's data retention and destruction policies. First Advantage generally only collects and processes candidate data that is required to perform the applicable services only for the purposes for which the candidate provided authorization or permission. Post purging of data, a data destruction certificate is provided to the client.	SV-PS-230a.2
Number of data breaches		SV-PS-230a.3
Percentage of data breaches involving customers' confidential business information (CBI) or personally identifiable information (PII)	Except as a matter of public record, First Advantage does not disclose this information.	
Number of customers affected by data breaches		

WORKFORCE DIVERSITY & ENGAGEMENT																																															
ACCOUNTING METRIC	DISCLOSURE	CODE																																													
The entity shall describe its policies and programs for fostering equitable employee representation across its global operations	<p>EMPLOYEE DEMOGRAPHICS Percentage of racial/ethnic group and gender representation for Executive Management and overall associate population¹</p> <hr/> <p>Racial/Ethnic Diversity</p> <table border="0"> <tr> <td>U.S.</td> <td></td> <td>U.S. EXECUTIVE MANAGEMENT</td> </tr> <tr> <td>Asian:</td> <td>7%</td> <td>Asian:</td> <td>6%</td> </tr> <tr> <td>Black:</td> <td>23%</td> <td>Black:</td> <td>3%</td> </tr> <tr> <td>Hispanic:</td> <td>7%</td> <td>Hispanic:</td> <td>4%</td> </tr> <tr> <td>Other:</td> <td>3%</td> <td>Other:</td> <td>6%</td> </tr> <tr> <td>White:</td> <td>60%</td> <td>White:</td> <td>81%</td> </tr> </table> <hr/> <p>Gender Diversity</p> <table border="0"> <tr> <td>U.S.</td> <td></td> <td>GLOBAL</td> </tr> <tr> <td>Female:</td> <td>66%</td> <td>Female:</td> <td>51%</td> </tr> <tr> <td>Male:</td> <td>34%</td> <td>Male:</td> <td>49%</td> </tr> </table> <hr/> <table border="0"> <tr> <td>U.S. EXECUTIVE MANAGEMENT</td> <td></td> <td>GLOBAL EXECUTIVE MANAGERS</td> </tr> <tr> <td>Female:</td> <td>49%</td> <td>Female:</td> <td>45%</td> </tr> <tr> <td>Male:</td> <td>51%</td> <td>Male:</td> <td>55%</td> </tr> </table>	U.S.		U.S. EXECUTIVE MANAGEMENT	Asian:	7%	Asian:	6%	Black:	23%	Black:	3%	Hispanic:	7%	Hispanic:	4%	Other:	3%	Other:	6%	White:	60%	White:	81%	U.S.		GLOBAL	Female:	66%	Female:	51%	Male:	34%	Male:	49%	U.S. EXECUTIVE MANAGEMENT		GLOBAL EXECUTIVE MANAGERS	Female:	49%	Female:	45%	Male:	51%	Male:	55%	SV-PS-330a.1
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Voluntary and involuntary employee turnover rates²		SV-PS-330a.2																																													
Voluntary turnover rate	Voluntary turnover rate is 28%																																														
Involuntary turnover rate	Involuntary turnover rate is 8%																																														
Total employee engagement as a percentage³	93%	SV-PS-330a.3																																													
DE&I-specific employee engagement as a percentage⁴	Overall Response: 80% Overall Favorability: 81%																																														

¹First Advantage reports racial/ethnic diversity using only U.S. demographic information and excludes any associates who did not disclose, which is consistent with our Equal Employment Opportunity ("EEO") reporting. Gender data is based on the global workforce and excludes associates who do not have a binary gender on record. "Executive Management" includes individuals within two reporting levels of the CEO. "Other" with respect to racial/ethnic diversity encompasses the following associate demographics: American Indian or Alaska Native, Native Hawaiian or Other Pacific Islanders, and Two or More Races.

²First Advantage reports its turnover rate using global workforce data. Through the Diversity, Equity, and Inclusion initiatives at First Advantage, we strive to create a happy and healthy work environment, provide competitive benefits, and encourage employee retention.

³We leverage our annual confidential employee engagement survey to design purposeful approaches to positive relationship and culture building at First Advantage.

⁴Our Employee Resource Groups (ERGs) are executive-sponsored and employee-led organizations that support the cultural focus of our DE&I program and inclusion networks. Open to all employees, our ERGs foster impactful networks and development opportunities, champion inclusivity, and bring diverse talent to First Advantage. As of December 31, 2022, we have four ERGs: the African, Black, and Caribbean (ABC) ERG, Women @ FA ERG, PRIDE ERG, and Generations ERG. These communities, with a common affinity or focus, connect employees and their allies across locations, job roles, levels, and functional expertise. ERG leaders also inform and govern our DEI strategy and action plan and help drive accountability at all levels.

PROFESSIONAL INTEGRITY

ACCOUNTING METRIC	DISCLOSURE	CODE
Description of approach to ensuring professional integrity	<p>Our global strength is the foundation for a corporate culture of professional integrity and respect. We are committed to engaging in professional responsibility for our employees, customers, and investors through our mission statement, codes of ethics, and policies.</p> <ul style="list-style-type: none"> Fraud prevention and control is the responsibility of all employees, vendors, and contractors, not just a few individuals or departments within First Advantage. Each member of the management team is familiar with the relevant types of improprieties and is expected to be alert for any indication of irregularity. First Advantage maintains strict policies on security access and privacy guidelines. First Advantage has established a Global Code of Conduct and Ethics that applies to all employees and contractors, and also expects all its vendors to comply with First Advantage's Code of Business Conduct, which addresses ethical employment practices, human rights, health and safety, and the protection of the environment. Additionally, the Company expects all employees, vendors, and contractors to comply with applicable regulations, standards, and laws. First Advantage conducts annual training for all directors and officers, and where appropriate, employees, agents, and business partners. Failure to participate in such training and acknowledgement of policies may be cause for disciplinary action, up to and including termination of employment or termination of a third party's contract. First Advantage has also established a whistleblower mechanism for confidential and anonymous submission of concerns through an independent third party. There are several channels through which all employees, directors, officers, and vendors may report their concerns. 	SV-PS-510a.1
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	\$0	SV-PS-510a.2

TABLE 2. ACTIVITY METRICS

TOPIC	ACTIVITY METRICS		CODE
	2022		
NUMBER OF ASSOCIATES			SV-PS-000.A
Full-Time Associates	5790		
Part-Time Associates	63		
Temporary Associates	0		
Employee Hours Worked and % Billable	N/A		SV-PS-000.B

*First Advantage uses global workforce information when reporting the activity metrics above. We have not disclosed SV-PS-000.B as this data is not applicable to our business.

Task Force on Climate-related Financial Disclosures (TCFD)

Below marks First Advantage's first TCFD Appendix. The chart below summarizes First Advantage's governance, strategy, risk management, metrics, and targets relating to climate change. First Advantage's implementation of the TCFD framework is continuing, though the Company has not yet implemented all of the elements of the TCFD framework. In addition, First Advantage has not made all of the disclosures recommended by the TCFD framework and in some cases alternative information has been provided. Disclosures made in accordance with the TCFD framework are not necessarily material, within the meaning of the U.S. federal securities laws, to First Advantage and the inclusion herein of such disclosures should not be considered as an admission of their materiality by First Advantage.

GOVERNANCE

TCFD RECOMMENDATIONS	DISCLOSURE
Board oversight of climate-related risks, opportunities, processes, and frequency by which the Board and/or Board committees (e.g., audit, risk, or other committees) are informed about climate-related issues	Board members are updated on Board-related ESG matters, including climate-related issues, on a quarterly basis or more frequently as needed. First Advantage's Board of Directors is also establishing a sub-committee dedicated to corporate responsibility and sustainability, which will include assessing and managing environmental risk.
Management's role in assessing or managing climate-related risks and opportunities	First Advantage senior leadership, through its internal ESG Committee, partners with its Facilities department to monitor Scope 1, Scope 2, and selected Scope 3 emissions data via a third-party environmental data management platform. We are continuously gathering data to expand our strategies around sustainability.

STRATEGY

TCFD RECOMMENDATIONS	DISCLOSURE
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	We are in the early stages of our environmental journey and understand the importance of developing a plan that addresses both physical and transitional risk. In the future, we are looking to identify the environmental issues that are most likely to influence our business activity and climate change strategy, such as increased flooding, more frequent hurricanes and wildfires, and transition risks, which refer to the business costs of market, policy, regulatory, and technological changes.

RISK MANAGEMENT

TCFD RECOMMENDATIONS	DISCLOSURE
Describe how the company identifies, assesses, and manages climate-related risks	We are working to expand our strategies around sustainability by monitoring our emissions data while fostering a company culture that intentionally engages in environmentally responsible behavior. In the upcoming years, we intend to work with our Board of Directors and external analysts to further assess our climate exposure. Where climate risks may arise in a few of our global locations, we have adopted country-specific policies for our employees to mitigate the impact of those potential risks.

METRICS AND TARGETS

TCFD RECOMMENDATIONS	DISCLOSURE
Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and describe targets used by the organization to manage climate-related risks and opportunities, and performance against targets	In 2022, we began identifying our carbon resource footprint by collecting and consolidating our Scopes 1, 2, and 3 emissions. We plan to conduct analyses on our transitional and physical risks so in the future we can report on these risks.

Employee Learning and Development

We expect all our employees to provide our products, services, and expertise in a systemically reliable manner while complying with all applicable laws, regulations, and First Advantage guidelines and policies. To reinforce this, we provide our team members with ethics and information security trainings, and various learning and development opportunities. On average, our employees spend 7 to 10 hours annually on compliance trainings. Below is a sample of the key trainings we offer to our employees.

CATEGORY	LEARNING MODULE	DESCRIPTION	CADENCE	AUDIENCE	REGION
Security and Data Protection	Fair Credit Reporting Act (FCRA) (English and Spanish)	Builds awareness of this federal law that regulates the collection, use, and dissemination of consumer information.	Annual	All employees	Global
	Privacy Shield	The training defines the different methods for legally transferring personal data outside the European Union (EU) and the United Kingdom (UK). This course enables employees to understand the key aspects of the Privacy Shield Framework and international data transfers.	Annual	All employees who access European data	Global
	Foreign Corrupt Practices Act (FCPA) & Anti-Bribery (English & Spanish)	FCPA training is to ensure that employees understand their obligations under the law and are equipped with the knowledge and skills necessary to avoid corrupt practices when conducting business with foreign governments or companies. Anti-bribery training provides knowledge and skills to identify situations where bribery may occur.	Annual	All employees	Global
	Information Security and Privacy (English & Spanish)	Helps employees understand risks related to safeguarding information from security threats and the importance of a secure work environment while handling PII (Personally Identifiable Information) and SPII (Sensitive Personally Identifiable Information).	Annual	All employees	Global
	Compliance Policy & Framework (English & Spanish)	A structured set of guidelines to aggregate, harmonize, and integrate all the compliance requirements that apply to First Advantage.	Annual	All employees	Global
	Records Management (English & Spanish)	Defines the global process for identifying, storing, retaining, protecting, and disposing of all First Advantage records.	Annual	All employees	Global
	Criminal Justice Information Services (CJIS) - F.B.I.	This course provides an overview of the fingerprint product, terminologies used, and customer base for Third-Party Administrator (contractor) outsourcing and channeling CHRI data.	Annual	All employees who have access to or have the potential to access CHRI	Global

CATEGORY	LEARNING MODULE	DESCRIPTION	CADENCE	AUDIENCE	REGION	
Employee and Customer-Related Policy Training	Sexual Harassment	Sexual harassment training aims to educate individuals on what constitutes sexual harassment, how to recognize it, report it, and how to prevent it from happening.	Annual	All employees	US and India	
	Anti-Fraud Policy (English & Spanish)	Aids in the detection, prevention, response, and remediation of fraud against First Advantage. This policy also provides a confidential and anonymous method of reporting suspected fraudulent acts.	Annual	All employees	Global	
	Customer Treatment Policy	Key topics of this training include core values of the customer treatment policy, effective communication, accessible customer service, managing customer issues, and the critical importance of empathy.	Annual	All employees	EMEA	
	TransUnion Reseller Policy	This training ensures that First Advantage is in compliance with our agreement with TransUnion.	Annual	All employees who use TransUnion information	Global	
	Securities Trading Policy	Pertains to the disclosure of inside information regarding First Advantage or another company, and trading in securities while in possession of such inside information.	Annual	All employees	Global	
	Global Code of Conduct and Ethics	Designed to guide the conduct of all First Advantage employees globally, regardless of function or position, on issues encountered during the normal course of business.	Upon Hire & Annual	All employees	Global	
	Dealing with Drug and Alcohol Abuse	A basic understanding of what substance misuse is, why it presents workplace safety issues, and tools for responding should one observe such indicators in others in the workplace.	Annual	All employees	U.S.	
	Country-Specific	Understanding Canadian Compliance	Explains how employers make their workplace practices accessible to potential or current workers with disabilities in accordance with the Accessibility for Ontarians with Disabilities Act (AODA).	Annual	All employees	Canada
		Personal Information Protection and Electronic Documents Act (PIPEDA)	Provides an overview of the law, policies, and procedures regarding the confidentiality and security of personal information.	Annual	All employees	Canada
		U.K. Data Protection Act & General Data Protection Regulation (GDPR)	Provides a broad understanding of the GDPR, which refers to the safekeeping of people's personal data and the protection of their interests.	Annual	All employees	EMEA

CATEGORY	LEARNING MODULE	DESCRIPTION	CADENCE	AUDIENCE	REGION
Learning & Development	Empowering managers and building leaders (SOAR)	People managers and emerging leaders receive the tools needed to effectively manage themselves, their team, and become a better leader in this 6-month program.	Annual	People managers	Global
	Global Mentoring Program	This mentee-driven 6-month program focuses on a mentee's professional and personal development.	As needed	All employees	Global
	Unconscious Bias	The course provides psychological insights into how our own behavior might be affected by prejudice, how it impacts the workplace, and what we can do to reduce or eliminate its influence in the decisions that we make.	As needed	New people managers	Global
	Lifelong Learner Award	To honor Dr. Stuart Hoffman, Chief Medical Review Officer, and his passion for learning, First Advantage created the Dr. Stuart Hoffman Lifelong Learner Award.	Annual	All employees	Global
	Diversity, Equity and Inclusion + Unconscious Bias Foundational	Gives leadership the tools to have meaningful conversations about DE&I to build a diverse workforce and foster an equitable and inclusive experience for a global, diverse employee base.	As needed	C-Suite to directors	North America, United Kingdom, Canada, India, New Zealand, Philippines, Australia
	Inclusive Learning	A web-based DE&I calendar expands opportunities for inclusion in the workplace by featuring diverse holidays and cultural events.	Ongoing	All employees	Global
	Customer Learning	With an emphasis on the customer experience, a variety of online modules provide foundational content for dozens of First Advantage's products and services.	Ongoing	First Advantage customers and employees	Global
	Train-the-Trainer Programs	A variety of programs to support leadership training, subject matter expertise, and cross-skilling of trainers, which leads to consistency in program delivery and promotes employee development.	As needed	All employees	Global
	Culture as a Competitive Advantage	This 3-month, hands-on program enables teams to develop their leadership competence for their future at First Advantage.	As needed	All employees	Global
	Employee Resource Group (ERG) Programs	Multiple educational programs led by ERG committee members to enrich our communities and sense of belonging.	As needed	All employees	Global



Selected Policies

First Advantage is dedicated to advancing our employee and supplier-centric sustainability programs through our policies, a selection of which are outlined below.

POLICY	OBJECTIVE
Global Information Privacy Policy	The objective of this policy is to establish appropriate practices and requirements for maintaining the privacy of information managed or used by First Advantage. First Advantage is certified to meet ISO Standard 27001:2013, and 27701:2019, and is regularly audited to ensure that the privacy and security controls are effective and in place.
Data Protection and Privacy Policies	First Advantage is committed to the responsible use of information and protecting individual privacy rights. First Advantage strives to provide services to businesses, consumers, non-profit organizations, and government agencies that help reduce fraud, mitigate risk, facilitate more informed decisions, and make society safer, in ways that protect consumer privacy. We aspire to protect consumer privacy through the design of our products, by credentialing, monitoring, and auditing our customers as appropriate, and through other information security safeguards. We also strive to promote transparency through consumer education initiatives, privacy principles and policies, and appropriate opportunities for consumer choice, access, and correction with respect to personal information about the consumer. Country-specific privacy policies are publicly displayed on our website at https://fadv.com/privacy-policy/ .
Global Code of Conduct and Ethics	The quality of First Advantage's services and operations affects our reputation, productivity, profitability, and market position. Our objective is to create a work environment that allows and encourages all directors, officers, and employees (collectively, the "Covered Persons") to perform their duties in an efficient, effective manner. For this reason, First Advantage has established a Global Code of Conduct and Ethics that applies to all Covered Persons.
Code of Business Conduct	First Advantage is committed to maintaining the highest standards among our suppliers. First Advantage requires all its suppliers to comply with First Advantage's Code of Business Conduct, which addresses ethical employment practices. In furtherance of this commitment, we subject all new suppliers to a comprehensive screening process prior to onboarding.
Corporate Responsibility and Sustainability Policy	The Corporate Responsibility and Sustainability Policy is a formal statement that outlines First Advantage's commitment to acting in a socially responsible and environmentally sustainable manner. The policy articulates the Company's values and objectives in relation to sustainability and responsible business practices.
Anti-Slavery Transparency Statement	The purpose of the policy is to demonstrate First Advantage's commitment to ethical and responsible business practices and to provide transparency about its efforts to identify and address any potential risks of slavery and human trafficking in its operations and supply chains.
Global Anti-Fraud and Whistleblower Policy	This corporate Global Anti-Fraud and Whistleblower Policy is established to facilitate the development of controls that will aid in the prevention, detection, response, and remediation of fraud against First Advantage. It is our intention that First Advantage promote consistent organizational behavior by providing guidelines, reporting wrongful conduct through the whistleblower website and hotline, and assigning responsibility for the development of controls and conduct of investigations. We are committed to protecting employees from retaliation for individuals making a protected disclosure of wrongdoing.

POLICY	OBJECTIVE
Global Anti-Bribery and Foreign Corrupt Practices Act (FCPA) Policy	The purpose of this Policy is to help ensure that First Advantage conducts business in compliance with U.S. and foreign anti-bribery laws, including the FCPA and the U.K. Bribery Act 2010. The Policy defines prohibited conduct under anti-bribery laws, describes the required due diligence process for retaining a third-party agent, consultant, or intermediary internationally, explains how the Policy is administered, audited, and enforced, and provides mechanisms for reporting suspected violations.
Global Anti-Money Laundering and Sanctions Statement	As money laundering schemes become more complex and sophisticated and the volume of such schemes continues to amplify, institutions are increasingly faced with the risks associated with money laundering and with the need to comply with anti-money laundering regulations imposed by regulatory bodies and governments across the globe. Further, these risks intensify as sanctions are imposed on governments, financial institutions, and individuals across the globe. Through this Statement, First Advantage intends to convey to all stakeholders that it is mindful of its legal obligations on the above issues and how it complies with the same.
Business Continuity Policy	The objective of this policy is to establish a comprehensive business continuity program for First Advantage that will allow First Advantage to continue to provide essential operations and services to our Corporation and customers in the event of a natural disaster or other serious business emergency.
Securities Trading Policy	This Policy concerns compliance as it pertains to the disclosure of inside information regarding First Advantage or another company and to trading in securities while in possession of such inside information. In addition to requiring that insiders comply with the letter of the law, it is First Advantage's policy that insiders exercise judgment so as to also comply with the spirit of the law and avoid even the appearance of impropriety.
Facility and Personnel Security Policy	The objective of this policy is to establish the required practices and measures needed to adequately educate and provide global physical security for First Advantage, personnel working on behalf of First Advantage, and First Advantage's facilities.
FA Cares Volunteer Time Off Program and Policy	First Advantage encourages its employees to participate in measures to support the communities in which we operate through corporate volunteering. Corporate volunteering is the combination of activities promoted and supported by First Advantage to get employees involved and participating by taking time, part of which may be during work hours, and using their skills and talent to help causes, projects, and not-for-profit organizations.
Diversity, Equity, and Inclusion Program	First Advantage champions a people-based approach to DE&I, seeking to ensure a welcoming and inclusive workplace. We believe that promoting diversity plays an important role in attracting and retaining the most expansive pool of qualified applicants, fostering greater innovation and creativity, and enhancing our communication and relationships with customers and the community. By planning and executing prioritized strategies with our employees and customers, we will make self-sustaining changes and have a lasting impact on our business culture.



Corporate Headquarters
1 Concourse Parkway NE, Suite 200
Atlanta, GA 30328

[fadv.com](https://www.fadv.com)