MITIGATING WORKFORCE RISK IN LIFE SCIENCES

Life Sciences Brochure



HIRE RIGHT®

INTRODUCTION

Choosing the right background screening provider can be difficult. There's a wide variety of companies in the market, each claiming to be exactly what you're looking for.

As an employer, it can help to understand what separates a suitable employment screening provider from one that can't meet the specific needs of your business.

You may currently be facing general HR challenges such as staffing shortages, an increased demand for talent in an ever-changing recruitment landscape, financial constraints, or managing hybrid or remote workforces around the world.

Or perhaps it's more life sciences industry-specific issues, such as fierce competition for specialized talent or regulatory oversight demanding robust compliance, that keep you up at night.

Either way, your pick of background screening provider could impact how successfully your business navigates these challenges.

In this guide, we showcase how we leverage our global and industry-specific experience to support companies like yours with their specific hiring needs. So, whether you're a life sciences multinational organization looking to streamline and align global policies or a small to medium-sized business wanting to introduce background screening for the first time, we have the industry expertise needed to help you navigate the road ahead.



> **No matter your previous experience with background screening, you can have confidence in your hiring process with HireRight.**

A TRUSTED SOLUTION FOR LIFE SCIENCES BACKGROUND CHECKS

At HireRight, we provide services to address background screening needs for companies in nearly all industries, including life sciences, with various solutions designed to cover industry and role-specific risks.



As one of the world's leading background screening providers, we have the global capabilities and local compliance knowledge needed to provide screening solutions to a variety of organizations. Our diverse offerings are the result of continuous technological innovation, regular customer feedback, and a drive to offer the industry's best employment screening solutions.

- **We offer global screening solutions for life science roles.**
- **Our comprehensive background screening solutions can help facilitate your compliance with certain regulatory and compliance-driven requirements.**
- **HireRight's continuous monitoring* and rescreening solutions can help you mitigate your ongoing people risk after your employees' initial background screenings, so you can build a screening program that can better contribute to a safe secure working environment.**

We adopt a robust implementation methodology with clearly defined phases that are completed with thoroughness at each stage. For eligible customers, project managers can partner closely with you to drive the entire process to help make your account implementation as streamlined as possible.

KEY PROJECT STAGES MAY INCLUDE:[1]

Planning and Consultation
Understand customer needs and requirements. This includes establishing focal categories such as account structure, conducting a blueprinting session, and delivering a summary report with recommendations and action items.

Implementation
Begin the implementation process including account and user setup, system integration, and testing for deployment.

Go Live
Provide both user training and activation of the program.

Ongoing Support
Regular review of the program setup and performance with measurable recommendations to track success and ROI.

* Continuous Monitoring solutions available in the US only.
[1] Implementation is subject to the customer passing any required credentialing steps and signing contractual documents.

HIRERIGHT: PROVEN GLOBAL LEADER



Local and Industry-Specific Screening Experience
With our industry and region-focused expertise, we help you create a screening program that suits your business's specific needs, while also offering solutions that support your compliance and risk management.

Scale with Personalized Support
Our teams seek knowledge around global and regional screening requirements, business practices, culture, and local languages to help you screen the right talent.

Optimizing Processes Through Advancements in Technology
We strive to be at the forefront of development in our space and will continue to innovate and build partnerships with vendors to support our customers with screening solutions to help them hire the right people for the right opportunities. We are committed to helping accelerate the future of background screening, incorporating technology to improve efficiency in the hiring process, enhancing the candidate experience, and reducing turnaround times.

GLOBAL RESULTS

120M+
screens processed in 2024

200+
countries and territories

25
languages supported in Applicant Center

28,000+
customers around the world**

250+
services and products offered

Over 50%
of the Fortune 100 trust HireRight

GLOBAL COVERAGE AND ATS INTEGRATIONS

Our global platform and operations support screening in more than 200 countries and territories and has more than 70 integrations with industry-leading applicant tracking systems (ATS) to help offer a positive customer and candidate experience. This way, you can combine the strength of HireRight's services with your preferred HR and ATS tools.

Ashby · dayforce · greenhouse · iCIMS · LEVER by employ · ORACLE Partner · Pinpoint · SAP® Certified Integration with Cloud Solutions · SmartRecruiters An SAP company · UKG Partner · workday.

> HireRight is an awarded contract supplier for background screening services for Premier members under the Premier Group Purchasing Agreement (PP-SV-417), allowing members to bypass the RFP process and take advantage of pre-negotiated pricing.

** Internal HireRight statistics from 2025

LIFE SCIENCES SCREENING, COVERED

Our suite of products and services is designed to tackle the challenges of background screening. We have an extensive range of more than 250 services globally and a range of specific solutions designed for our Healthcare and Life Sciences customers.

GENERAL CHECKS

Criminal Background Services

Canada Criminal Check

County Criminal, Felony, and Misdemeanor Records Search+

County Civil Records Search+

Federal Criminal Records Search District or National) +

Global Criminal Search

National Sex Offender Registry Search+

Prohibited Parties+

Statewide Criminal Search***

UK Criminal Checks

Widescreen Plus+

Identity Services

Global ID Check

Global Right to Work Documentation

Fingerprinting****

UK Right to Work

Social Security Number Trace, Verification and Validation+

Due Diligence Background Services

Adverse Media Search

Conduct Search (Local Language)

Directorship Search

Global Civil Litigation

Global Sanctions & Enforcement (GSEC)

Social Media Search

Verification Services

Global Education Verification

Global Employment Verification

Form I-9 and E-Verify+

Professional Reference Check Report

Professional Qualification Verification

Monitoring Services

Arrest Record Monitoring+

Criminal Record Monitoring+

Driver Record Monitoring+

Workforce Monitoring Services+

Other Background Services

Extended Workforce Screening

Global Credit Search

ADDITIONAL SCREENING CHECKS FOR LIFE SCIENCES

Animal Rights Activism Search

Healthcare Sanctions Check+

Healthcare Sanctions & Actions Monitoring – Federal, StateMed and ALL+

Healthcare Statewide Criminal Search+***

Occupational Licenses and Certification Monitoring+

Professional License Verification

*** Statewide Criminal Search and Healthcare Statewide Criminal search is offered where available
**** Fingerprinting services are only available in select states
+ U.S. only

COMPREHENSIVE SOLUTIONS

HireRight is a leading global provider of technology-driven workforce risk management and compliance solutions. We provide comprehensive background screening, verification, identification, monitoring, and drug and health screening services for approximately 34,000 customers across the globe. We offer our services via a global platform that tightly integrates into our customers' human capital management systems, enabling highly effective and efficient workflows for workforce hiring, onboarding, and monitoring. In 2025, we screened approximately 85 million job applicants, employees, and contractors for our customers and process approximately 93 million screens. For more information, visit HireRight.com.

FOLLOW US

facebook.com/hireright

linkedin.com/company/hireright

x.com/hireright

CONTACT US

For more information, call us at:

800.400.2761 U.S. and Canada

949.428.5800 worldwide

Visit us online: **HireRight.com**

Connect with us to learn more about HireRight's life sciences solutions at www.hireright.com/contact-us.

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