



Fair Credit Reporting Act Disclosure & Authorization

Disclosure

Dufry Group of Companies, America and the Caribbean or any of its subsidiaries and affiliates (or the "Company") may obtain and use a "consumer report" from a "consumer reporting agency" when: (1) considering your application for employment; (2) making a decision to offer you employment; (3) deciding whether to continue your employment (if you are hired) and/ or (4) making employment –related decisions directly affecting you.

These terms are defined in the federal Fair Credit Reporting Act ("FCRA"), which applies to you. As an applicant for employment or employee of the Company, you are a "consumer" with rights under the FCRA.

A "consumer reporting agency" is a person or business which, for monetary fees, dues or on a cooperative nonprofit basis, regularly assembles or evaluates consumer credit information or other information on consumers for purpose of furnishing "consumer reports" to others such as the Company.

A "consumer report" is any written, oral or other communication of any information by a "consumer reporting agency" bearing on a consumer's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, record of criminal conviction or mode of living which is used or collected for the purpose of serving as a factor in establishing the consumer's eligibility for employment purposes. Examples of consumer reports may include, but are not limited to criminal background reports, motor vehicle driving reports, credit histories, reference checks, verifications of education or past employment and investigations into theft, fraud, harassment and workplace violence.

If the Company obtains a "consumer report" about you, and if the Company considers any information in the "consumer report" when making an employment-related decision that directly and adversely affects you, you will be provided with a copy of the "consumer report" before the decision is finalized. Information derived from a "consumer report" will not be used to violate any state or federal law protecting equal employment opportunities. You may also contact the Federal Trade Commission about your rights under the FCRA as a "consumer" with regard to "consumer reports" and "consumer reporting agencies"

Authorization

By selecting that I agree below, I hereby voluntarily authorize the Company to obtain "consumer reports" about me from a "consumer reporting agency" and to consider the "consumer reports" when making decisions (1) in conjunction with my application for employment, (2) during the entire course of my employment, if any, and (3) after any such employment ends. I understand that I have rights under the Fair Credit Reporting Act, including the rights discussed above. I also acknowledge that the "disclosure" recited above has been delivered to me in a separate document, consisting solely of that disclosure. Further, I understand and acknowledge that nothing in this notice and authorization is intended to be, or is, an office of employment or a promise of continued employment

Agree

Disagree