



Our Candidate Charter

Every RWS story starts with an application and our aim is to ensure every applicant has a world-class experience at every step; from application to on-boarding. When you apply for a role at RWS, anywhere in the world, we want you to have the opportunity to understand who we are, what we do for our clients and to meet with people who will inspire you and answer your questions. Our charter is built on the RWS values of **we partner**, **we pioneer**, **we progress** & **we deliver** and it's very important to us that every applicant has an informed and engaging experience.

To support this aim we have created our **RWS Candidate Charter** that clearly outlines our commitment to you.

We are committed to:

- Making our application process informative, easy and jargon free.
- Treating you with honesty, fairness and respect.
- Being transparent about our recruiting process.
- Being respectful of your time, keeping you informed, communicating outcomes promptly and giving fair and honest feedback.
- Embracing diversity and promoting equal opportunities while prohibiting discrimination and harassment of any kind.
- Making employment decisions based on business needs, job requirements and individual qualifications, without regard to race, religion, nationality, ethnicity, sex, age, disability, veteran status or sexual orientation. We will not tolerate discrimination based on any of these characteristics.
- Protecting your privacy and handling your information sensitively and confidentially.
- Providing information and benefits that allow you to make an informed decision to join RWS.
- Providing the opportunity for you to demonstrate your skills, experience, capability and potential.
- Listening to your feedback; we are committed to monitoring and improving the experience for all applicants.