



**Fair and human  
recruitment, guided  
by technical  
excellence and ethics.**

# Recruitment Charter

## 1 PROFESSIONALISM

### OUR ETHICAL AND QUALITY COMMITMENT

**At Humanitalents**, we are convinced that the quality of recruitment. Our commitments below shape each assignment, in service of an experience that is both effective, human and responsible — for our clients and for candidates alike.

Courtesy, attentiveness, honesty, punctuality, rigour: these fundamentals guide our interactions with both clients and candidates. They guarantee a reliable, ethical and respectful framework for collaboration, fostering mutual trust and sound HR decisions.

*This strengthens the quality of the recruitment process by building solid, credible professional relationships from the outset.*

## 2 TRANSPARENCY

We provide every candidate who requests it with structured feedback, highlighting what was validated and areas for development, in a constructive, honest and supportive approach. We value open, respectful and responsive dialogue — on both the client and candidate side.

We also maintain rigorous follow-up for clients: regular progress updates, written reports, and detailed feedback on shortlisted

*Shared transparency improves recruitment quality by establishing sound foundations for collaboration, reducing misunderstandings and fostering more durable choices on both sides.*

## 3 COMMITMENT TO EQUALITY, DIVERSITY... AND ETHICS

We recruit on the basis of competencies, without consideration of gender origin, religion or nationality. Our inclusive and ethical stance rests on constant vigilance against discrimination, whether direct or indirect.

*Guaranteeing equal opportunity means broadening the diversity of people, enriching teams and increasing the chances of finding the right match.*

## 4 RESPONSIVENESS & RESPECT FOR TIME

We are responsive at every stage, both with our clients and with candidates, in order to minimise waiting times and decision delays.

*In a context where needs are often urgent, this responsiveness improves the candidate experience, reduces the risk of withdrawal and enables our clients to recruit more quickly and effectively.*

## 5 CLEAR AND CONSTRUCTIVE COMMUNICATION

We maintain rigorous follow-up on each assignment for the client: regular progress updates, written reports, and detailed feedback on shortlisted profiles. We clearly present the process steps from the job posting and share honest information about the conditions, stakes and any constraints related to the role.

*Explicit communication strengthens candidates' sense of being valued, reduces uncertainty and enables them to better position and develop themselves — even if not selected.*

## 6 AWARENESS OF COGNITIVE BIASES

We maintain constant vigilance around cognitive biases — halo effect, stereotypes, affinity bias... — which can distort the quality of decisions every stage of the recruitment process.

This requires a deliberate step back and a reflective stance, both when defining the need and when analysing applications and conducting interviews.

*This approach strengthens process fairness, supports more objective decisions and contributes to selecting the most relevant profiles.*

## 7 A MEAL-INSPIRED APPROACH: MEASURE, LEARN, IMPROVE

Because recruitment is also a process that needs to be actively managed, we integrate principles from the MEAL approach (Monitoring, Evaluation, Accountability & Learning). This means: defining indicators, tracking results, gathering feedback from clients and candidates, and continuously adjusting our practices.

*This logic of learning, accountability and professional ethics ensures continuous improvement of our services, in service of recruitment that is ever more fair, strategic and tailored.*