



Recruitment Charter

OUR ETHICAL AND QUALITY COMMITMENTS

At Humanitalents, we believe that the quality of a recruitment depends as much on technical expertise as on an ethical stance. The commitments below shape every assignment, in support of an efficient, humane and responsible experience — for our clients and for candidates alike.

01 Professionalism

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

02 Transparency

We ensure rigorous follow-up of every assignment on the client side: regular progress meetings, written reports and detailed feedback on the profiles presented. This transparency extends to candidates: we set out the stages of the process clearly from the job posting onwards, and we make sure to share honest information about the conditions, challenges and any constraints of the position.

03 Clear and constructive communication

We provide every candidate who requests it with structured feedback, highlighting validated strengths as well as areas for development, in a constructive, honest and caring manner. We value open, respectful and responsive dialogue, with clients and candidates alike.

04 Responsiveness and respect for time

We act responsively at every stage, with both clients and candidates, to keep waiting and decision times to a minimum.

05 Commitment to equality, diversity and ethics

We recruit on the basis of skills, regardless of gender, origin, religion or nationality. Our inclusive and ethical approach rests on constant vigilance against discrimination, whether direct or indirect.

06 Vigilance against cognitive bias

We remain constantly alert to cognitive biases — halo effect, stereotypes, similarity bias — that can undermine the quality of decisions at every stage of recruitment. This requires deliberate distance and a reflective stance, in defining the need as much as in assessing applications and conducting interviews.