

The Kinly Candidate Charter

At Kinly, we strive to deliver a fantastic recruitment experience to all our global candidates. We have set out our commitments in alignment with our core company values of being *curious*, *honest*, *respectful*, and *responsible*. This commitment extends beyond the service we give to our clients, all the way through to the environment we are creating for our teams and that begins at the recruitment phase.

We want every candidate to feel informed, welcomed and inspired at every step of their journey with us. All our managers and teams are fully committed to making the hiring process at Kinly a positive, inclusive and enjoyable experience for all.

Our commitments:

Curious

Our people are continuously innovating to break the boundaries of the possible, ensuring we become the best employer we can be. That means:

- Welcoming feedback from you on your experience with Kinly so we can continuously evolve, adapt and improve
- Taking the care and time to get to know you and understand your expectations for your new role
- Doing all we can to make you feel as comfortable as possible when asking questions and encouraging you to express your thoughts freely.

Honest

Wherever you are in the world, you'll always find that our people are honest, trustworthy and reliable. That means:

- Making all our job descriptions clear, detailed and inclusive by providing you with an accurate understanding of the role, responsibilities and requirements
- Providing a fair and transparent application and interview process
- Giving prompt and constructive feedback after your interview.

Respectful

Accessibility and inclusivity are the beating heart of everything we do. That means:

- Timely, respectful communication with you at every stage of the interview process
- Treating you with courtesy and respect, regardless of the outcome of your application
- Providing you with useful information and resources to help you prepare for interviews.

Responsible

We are conscious of the world we live in, caring for those around us and proactive in driving meaningful change. That means:

- Equal opportunities in our hiring practices for all candidates. Evaluations are based solely on your qualifications, skills and experience
- Handling your personal data with the utmost confidentiality and for recruitment purposes only
- Fully inclusive recruitment practices and selection processes free from any form of discrimination or bias.

We welcome and value feedback on your experience with Kinly. It enables us to monitor our performance and drives us to keep on improving.

Please email: jobs@kinly.com if you have any feedback on a recent experience with us.