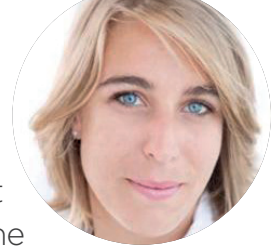




# OUR COMMITMENTS TO CANDIDATES

**Laure MICHEL**

Director of Recruitment  
Wavestone



**This charter is equally intended for both candidates wishing to join Wavestone and colleagues involved in the recruitment process.**

**This process is strongly selective.** We expect our candidates to have a certain level of expertise and interpersonal skills that match the firm's structural values: boldness, team spirit, exemplary behavior and passion. We look for curious, committed and enthusiastic individuals with a real potential for development within the firm.

**This level of selectivity reflects a very demanding work environment.** In this way, while Wavestone is particular about the people it selects to join its teams, we, in return, commit to ensuring a positive experience for applicants. This is notably achieved through the training of our recruiters, and also through the structuring of our recruitment methods around strong principles.

**Our four commitments reflect Wavestone's mindset, which embodies "The Positive Way":** the ambition to have a positive impact on all our stakeholders, and in particular, our candidates.

OUR AMBITION:  
TO ENSURE  
**A POSITIVE  
EXPERIENCE**  
FOR ALL  
CANDIDATES

**#1** Consider each candidate  
as a future colleague

**#2** Assess each candidate's potential and attitude  
based on what is really important to Wavestone

**#3** Support candidates and allow them to understand  
the decisions taken at each step of the recruitment process

**#4** Help candidates make  
an informed choice

# Consider

each candidate as a future colleague



OUR  
COMMITMENT

#1

# YOUR CANDIDATE EXPERIENCE

Throughout our exchanges  
you will be treated as a **peer**.

Your **opinion on the recruitment process** is important:  
the results of the HappyCandidates\* survey enable us  
to continually improve the candidate experience.

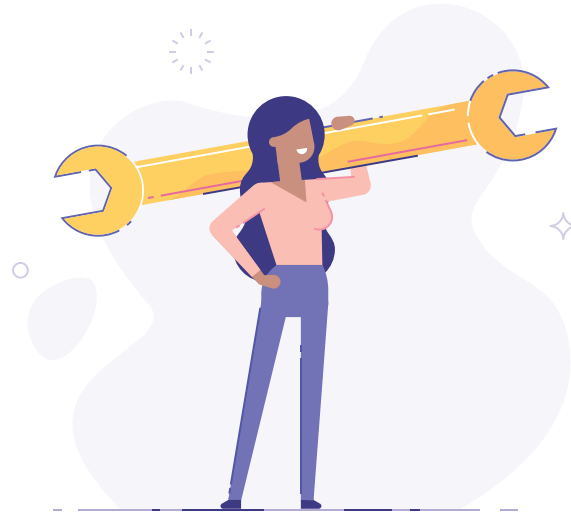
We make every effort to maintain **regular contact** with you during  
the whole recruitment process and then especially from the point where  
you accept an offer of a job or internship to your first day in the office.

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\* Exclusively in France and the United Kingdom

# Assess

each candidate's potential and attitude based on what is really important to Wavestone



OUR  
COMMITMENT

#2

# YOUR CANDIDATE EXPERIENCE

Beyond your professional skills, our **evaluation** extends on the one hand to your analytical skills, your curiosity and your propensity to learn and, on the other hand, to your adherence to our company mission and our values (audacity, team spirit, an exemplary nature and passion).

When recruiting, Wavestone will only consider factors related to **your ability to do the job**. Your age, gender, sexuality, social and ethnic background, religion and/or disability, are never factors in our choices, neither in our employment decision nor in the remuneration package offered to you.

We use a **common evaluation framework** for all candidates applying for similar roles at similar levels.

We pay particular attention to ensuring **our recruitment contacts are appropriately trained**.

# Support

candidates and allow them to understand the decisions taken at each step of the recruitment process



OUR  
COMMITMENT

#3



# YOUR CANDIDATE EXPERIENCE

You'll have a **dedicated point of contact** who will assure your end-to-end candidate experience. They will explain how each stage works and what the expectations are — accompanying you from the start and throughout the process.

You'll benefit from **tailored feedback** about your strengths and areas where you can improve throughout the entire process. We will explain and illustrate the reasons behind our decision.

At the end of each interview, we'll invite you to **share your impressions of how it went and communicate your expectations** for the following step.

Depending on how your application arrived to us, we will provide you with **the same detailed feedback** as we give to your recruitment agency or the person who referred you.

# Help

candidates make an informed choice



OUR  
COMMITMENT

#4

# YOUR CANDIDATE EXPERIENCE

We'll present you with a realistic view of **the role you're applying for, the HR policy and Wavestone's corporate culture**; we use interviews with people working in the position and scenarios based on real projects.

We pay special attention to the **factors that matter most in your decision** (timing, motivational aspects, etc.).

We provide you with the ability to keep yourself informed **beyond the formal interview framework**: a time is set aside for questions at the end of each meeting, your dedicated point of contact will be available to you at any point, and there will be scope for informal exchanges.

**Following a job offer**, we'll give you some time to make sure you take the right decision based on your situation.



[www.wavestone.com](http://www.wavestone.com)