

EQUITABLE & RESPONSIBLE RECRUITMENT CHARTER



We, Jifmar Group, recognize the fundamental importance of equitable and responsible recruitment policy to the success and well-being of our organization and its members. This charter formalizes our commitment to promote an equal and responsible recruiter where every individual is valued, respected, and provided with equal opportunities for success.

Fairness and non-discrimination

Ensure equal opportunities for all candidates, regardless of gender, age, ethnicity, religion, disability, sexual orientation, or any other protected characteristic. Implement practices to eliminate conscious and unconscious biases in the recruitment process.

Confidentiality and data protection

- Ensure the protection of candidates' personal data in accordance with applicable laws and regulations (e.g., GDPR in Europe).
- Use candidates' data solely for the recruitment process and the purposes for which it was collected.

Ethics and Integrity

- Commit to honest and ethical practices, avoiding any form of manipulation or false promises.
- Honor commitments made to candidates and the company.

Fair and Objective Evaluation

- Use selection criteria based on skills, qualifications, and experience, rather than subjective or discriminatory criteria.
- Implement tools and evaluation methods that reduce bias and promote objectivity.

Training and Awareness

- Train recruiters and hiring managers in ethical and responsible recruitment practices.
- Raise awareness throughout the organization about the importance of ethics and responsibility in recruitment.

Transparency

Provide clear and precise information about the position, selection criteria, and recruitment process stages. Communicate honestly and openly with candidates at every stage of the process.

Respect and Dignity

- Treat all candidates with respect and dignity throughout the recruitment process.
- Ensure a positive candidate experience, even for those not selected.

Diversity and Inclusion

- Actively promote diversity and inclusion within the organization.
- Implement actions to attract, recruit, and retain talent from diverse backgrounds.

Social Responsibility

- Consider the social and environmental impact of recruitment practices.
- Encourage responsible and sustainable work practices.

Monitoring and Continuous Improvement

- Establish mechanisms to monitor and evaluate recruitment practices to ensure compliance with the charter.
- Foster a culture of continuous improvement by collecting feedback and adjusting practices accordingly.

“As the CEO of Jifmar Group, I personally commit to ensuring that the principles of equitable and responsible recruitment become a reality across all areas of our organization. This charter is a commitment towards a future where every employee has the opportunity to fully contribute to our collective mission.”

Jean-Michel BERUD, Jifmar Group CEO