



# Global Recruitment and Selection Policy

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# INTRODUCTION - OUR POLICY

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3i values its employees as its most important resource. To attract, select, and retain top talent, 3i is dedicated to maintaining a fair, open, and effective recruitment process. Our core principles for recruitment are:

- To recruit the best candidate for each position
- To evaluate candidates based on merit
- To achieve and maintain the highest professional standards in the appointment of individuals to any position; and
- To recruit individuals that will embody 3i's values and enhance 3i's organisational performance and reputation

# 1. Process and responsibilities

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This policy and procedure encompasses all activities which form part of the recruitment and selection process. It is applicable to all employee recruitment. In order for the policy and procedure to be effective it is essential that any employee who is involved in any aspect of the recruitment and/or selection of staff is aware of this document and adheres to it.

## 2. The recruitment process

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**Approval:** The hiring manager must obtain approval from relevant stakeholders before starting the recruitment process. HR will complete a pro forma email and seek approval from the relevant Executive Committee members.

**Job Description:** Once approval is granted, the hiring manager should develop a job description and person specification. This should be discussed with the HR Manager to determine the best approach for sourcing candidates.

**Selection Methods:** The recruitment process, agreed upon by the Hiring Manager and HR Manager, may include:

- Telephone and face-to-face interviews
- Assessment centres
- Psychometric testing (e.g., numerical and verbal reasoning tests, personality questionnaires)

The HR Manager will provide detailed information about available recruitment options. Selection methods will be designed to objectively assess candidates' abilities and skills relevant to the role.

**Feedback:** All candidates will receive accurate, timely, and constructive feedback, either directly or through the recruitment agency.

## 3. Using recruitment agencies

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If necessary, the HR Manager may engage a recruitment agency. HR has preferred supplier agencies offering discounted rates, which will be briefed before considering other agencies. Unsolicited CVs or calls from agencies not on the preferred supplier list should be directed to HR to avoid contractual issues.

## 4. 3i referral policy

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Employees are encouraged to refer their industry and professional contacts. Referrals will be subject to the same selection methods and processes as other candidates to ensure merit-based hiring. Details are available in the Employee Referral policy.

## 5. CV submission

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To apply for a role, an individual will need to register their interest via Workday (link can be found on the 3i website Careers page) or via an agency. All CVs are managed by 3i in accordance with applicable data protection legislation, this includes CVs shared with us both as part of recruitment processes and on a speculative basis.

All recruitment agencies that work with 3i are instructed to upload CV's directly to Workday, in relation to the role they are assigned to work on. CV's should not be emailed in to the HR team or directly to hiring managers. This is to ensure CVs can be managed centrally by the HR team. Hiring managers will have access to the CV's via the Job Requisition on Workday.

Once a recruitment process is completed, the Job Requisition in Workday will be closed and access to the CVs will be removed.

3i employees should not email CVs internally or include them in calendar invitations as part of recruitment processes.

### **Speculative CVs**

All CVs sent to a 3i employee on a speculative basis, either from a candidate or recruitment agency, should be forwarded directly to [recruitment@3i.com](mailto:recruitment@3i.com) and, in accordance with the policy on the external 3i website, a member of the HR team will review and respond where the CV is relevant for a current recruitment need. All CVs will be deleted 6 months from receipt. Should a candidate prefer that their CV is not held on file by 3i, they should email [recruitment@3i.com](mailto:recruitment@3i.com) and request that the CV is deleted.

The original email received by the 3i employee will then be deleted, and not forwarded to any other 3i employees.

## 6. Selection

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Decisions are objective and based on competency-based questions asked during the interview process, during which the candidate will meet multiple individuals from 3i. Also taken into account is past career experience, technical skills and professional abilities, and aspirations. Selection is based on hiring the best person for the job.

## 7. Equal opportunities

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3i is committed to ensuring equal opportunities throughout our recruitment and selection process. All stages of the process will see individuals treated equally and fairly. 3i will endeavour to facilitate any special arrangements needed for disabled candidates to attend an interview at any of 3i's international offices. Refer to the Equal Opportunities & Diversity policy for more information.

## 8. Applicant expenses and relocation

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Where agreed and approved in advance, 3i will cover travel expenses for long distance journeys. In all cases candidates are expected to use the most economical means available, e.g., car, standard class rail travel or economy air tickets. If journeys are made by car, only petrol costs will be reimbursed. Local journeys, use of company cars, meals and other incidentals will not be reimbursed. Candidates are expected to provide receipts and other relevant documentary evidence of costs incurred prior to reimbursement.

Where relocation is agreed as part of the contract, HR will manage the administration concerned with relocation expenses, and these costs will be cross charged to the employing department.

## 9. Offers

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For successful candidates, a written offer will be generated by HR and emailed to the successful candidate via DocuSign (local restrictions may require a posted hard-copy). If requested and appropriate, as the candidate requires it for resignation purposes, HR may be able to provide an emailed draft of an offer to be sent in advance of the formal letter.

3i carries out pre-employment checks in relation to all new recruits. Such checks include taking up employment references on current and previous employers, verifying educational and professional qualifications and carrying out credit and other background checks. A medical assessment may also be requested. Any offer of employment will be conditional upon these requirements being fulfilled and upon the candidate having the right to work permanently, long term or as required in the location of employment.

Once these conditions have been met, HR will inform all relevant parties and confirm starting arrangements to the new joiner and Hiring Manager. The Hiring Manager will plan a tailored onboarding program to help the new joiner integrate into 3i, understand their role, and meet key people.

## 10. Applying for a role internally

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3i supports the development of its staff and this may involve moving roles within the company. Existing 3i employees are encouraged to apply for vacant roles if they feel they have the appropriate qualifications, experience and skills. However, any internal applications need to be discussed with and supported by your current manager before applying.