

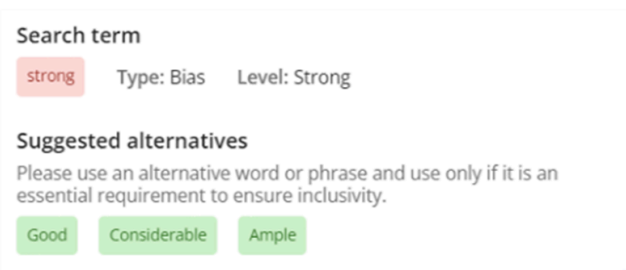
# Inclusive Hiring

At PSR, we deliver a fully inclusive recruitment service.

## 1 Job Ad Create

Job Ad Create, powered by AMS One, serves as a library for our customer specific advert templates and allows us to write our adverts within the tool, making recommendations on structure, readability, inclusivity and engagement.

- Automated inclusivity checks
- Less corporate clichés
- Jargon free ads
- Uses inclusive language
- Not too long for the reader

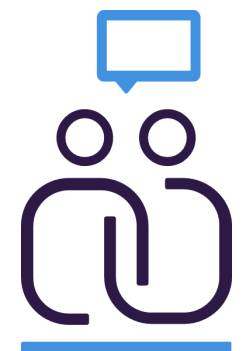


AMS One

## 2 Guaranteed Interview Scheme

As part of our commitment to the Disability Confident Scheme and Armed Forces Covenant we launched the Guaranteed Interview Scheme, a ground-breaking scheme allowing candidates who meet essential criteria and are either a veteran, military spouse or partner or have a disability to benefit from a guaranteed interview with an end customer hiring manager.

[For more information](#)



## 3 Reasonable Adjustments Process

The Reasonable Adjustments Process supports candidates who need additional support during their recruitment and onboarding journey. Candidates can share any adjustments as early as application stage.



## 4 AMS DEI Alliance Partnership

We have invested in two inclusive job boards where we advertise our contingent roles to drive visibility of PSR and our customers as inclusive employers and attract more diverse / underrepresented candidates.



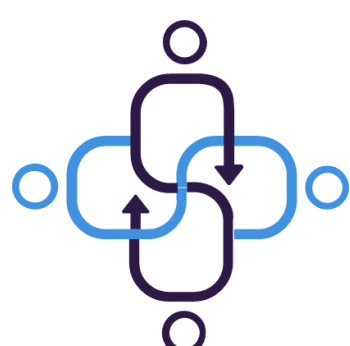
[Employers Page](#)



[Employers Page](#)

## 5 Hiring a Diversity Specialist

In 2024, to support and drive inclusive hiring and to share best practice on Diversity, Equity, Inclusion and Belonging (DEIB) for our wider Recruitment Team, we hired a Diversity Specialist.



## 6 DEIB Data Capturing & Reporting

We have invested in enhanced technology platforms that enable us to more easily capture Guaranteed Interview Scheme eligibility, and any Reasonable Adjustments candidates may require through the recruitment journey, allowing us to provide tailored support and to identify areas for continued improvement.

