

Recruiting without risks

æquivalent quality
in employment

Who is æquivalent ?

A Background Check service



- Eliminate hiring mistakes
- « Know your employee »
- Assure industry compliance
- Reduce hiring time
- Objective and independant information
- Full report and dossier
- Expertise and international coverage
- **Employee authorisation required (transparency)**

Background Checks

Mitigate **human risks**

A digital platform and HR tool

- Manage your programmes and dossiers efficiently
- Self-service possible (Marketplace)
- Maximize employee experience
- Digitalise your HR process
- Use SSO and integrate with your ATS/HRIS via API
- Maximise information security
- Assure LPF and GDPR compliance
- Work with multiple languages (F/D/E/I)

HR Tech

Facilitate **human resources** processes



How to do this – recruiters focus on what is important

Talent Management Focus & Speed



Independent verification report & digital employee dossier



Avoid costly recruitment errors - Integrity statistics 2022

Not compliant

- Verification result does not match the employee declaration
- Integrity indicator

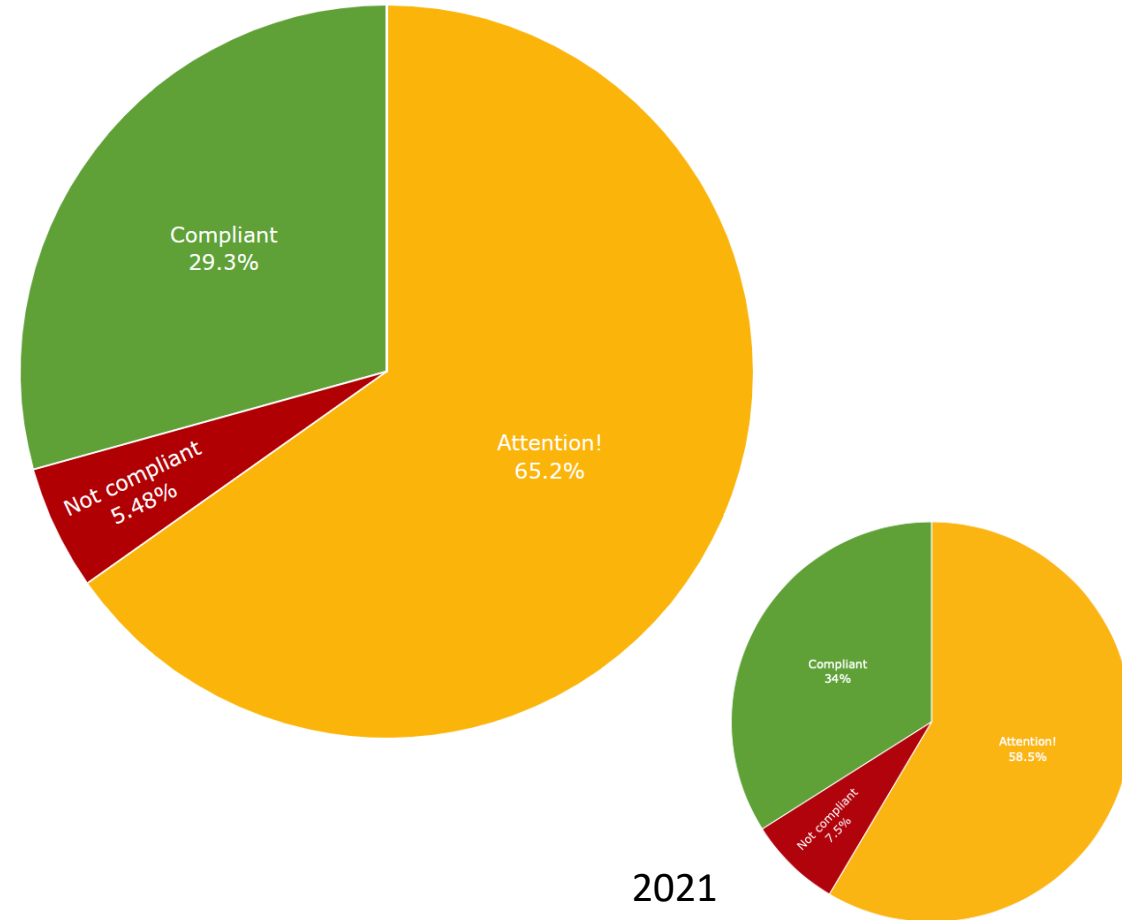
Attention!

- Result matches the declaration only partially
- Candidate declares adverse element (e.g. financial situation, conflicts of interest)
- Verification was not allowed by the candidate
- Risk indicator

Compliant









- Result matches employee declaration

- 5.5 % of dossiers contain a not-compliant element
- 65.2 % of dossiers reveal attention points
- 29.3 % of dossiers are fully compliant



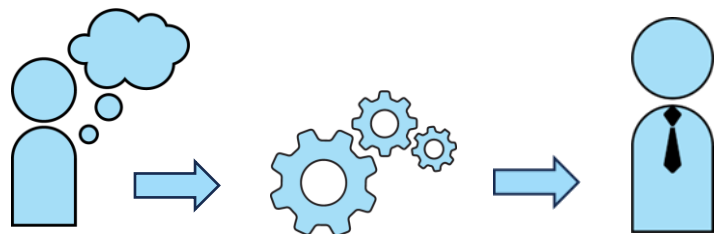


ISO/IEC 27001 : 2022 CERTIFICATION

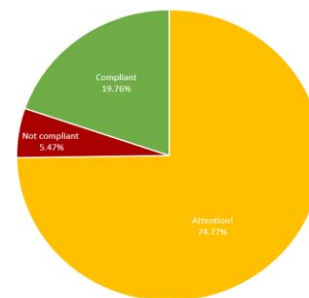
| | | | |
|--|---|---|---|
| <p>Information security responsibilities</p>  <ul style="list-style-type: none"> • Data Protection Officer reachable at +41 24 524 30 02 or dpo@aequivalent.ch • Security committee advised by various security experts • Relations with specialised working groups and authorities | <p>Security Human resources</p>  <ul style="list-style-type: none"> • Screening of internal and external staff • Regular training and awareness sessions • Personal assessments on Information Security | <p>Access control</p>  <ul style="list-style-type: none"> • Strong password policy with limited validity • Two step access verification by email or sms • Network segmentation • Systematic review of accesses and logs | <p>Data security</p>  <ul style="list-style-type: none"> • Data transport via secure https protocol • Hashed passwords • Daily back-ups • Pentests at regular intervals • Systematic deletion of data 90 days after completion of screenings |
| <p>Operations security</p>  <ul style="list-style-type: none"> • Application of the «Privacy by design & by default» principles at all levels • Operational excellence verified by Quality Assurance team • Business continuity planning | <p>Compliance with applicable laws & regulations</p>  <ul style="list-style-type: none"> • Compliance with all applicable laws and regulations including the Swiss data protection law and GDPR • Explicit consent formalised through declaration of consent • Informed consent through transparent verification programs and FAQ information sheets | <p>Management of information security incidents</p>  <ul style="list-style-type: none"> • Roles and responsibilities clearly defined • Incident Response Team • Incident reporting and alert procedures • Implementation of a continuity plan, regularly tested | <p>Commitment & obligation of continuous improvement</p>  <ul style="list-style-type: none"> • Management Priority, see below: «Management philosophy» • ISO/IEC 27001: 2013 • Internal and external audits at regular intervals |

What if you could have it all ?

66% reduction of time to hire



Eliminate the « bad hires » (5% to 10%)



5.5% of dossiers contain a not-compliant
74.8% of dossiers reveal attention points
19.8% of dossiers are fully compliant

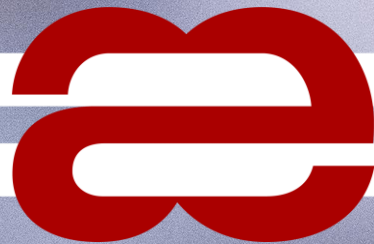
50% productivity gain through digitalisation



100% compliance with legal requirements



Are your employees equivalent?



Aequivalent SA
Y-Parc, Rue Galilée 6, CH-1400 Yverdon-les-Bains

Gurtengasse 3, CH-3011 Bern

info@aequivalent.ch
T +41 24 524 30 02