

DISCLAIMER FOR AGENCIES

ICBC Standard Plc has a commitment to sourcing candidates directly and as such we do not accept speculative CVs from agencies. We do, however, work with a defined list of preferred suppliers who may be invited to support us in sourcing candidates for particular roles, but, in line with our preferred supplier list, we only pay agency fees where we have a signed agreement in place and an agency has been instructed by a member of ICBC Standard's recruitment team.

We do not pay agency fees where speculative and unsolicited CVs are submitted to ICBC Standard Plc or ICBC Standard employees by any means other than through our recruitment portal and following the express email or written agreement of the resourcing team. Where this is not observed ICBC Standard Plc reserves the right to contact these candidates directly and initiate discussions without payment of any agency fee.

Submission of any unsolicited CVs and proposals to ICBC Standard Plc will be deemed evidence of full and unlimited acceptance of this Agency policy.