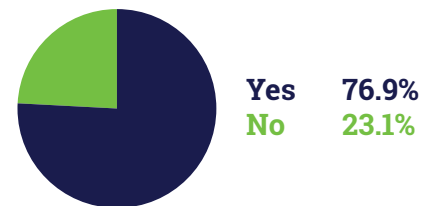


## Val Wade Recruitment's Survey Results - Improving diversity and inclusivity within recruitment

We have now collated the results from a recently held survey. The results conclusively point towards a need to provide future CVs that will assist in helping our clients build teams that will improve inclusivity and diversity in the work place. From the start of February we will begin implementing some changes in how we present CVs to our clients and continuously monitor the ongoing impact.

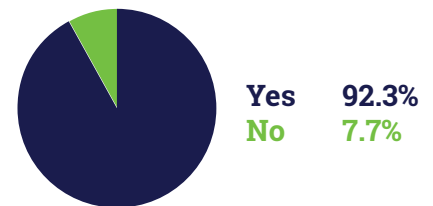
### Question 1.

**"Do you think CVs should be anonymous?"**



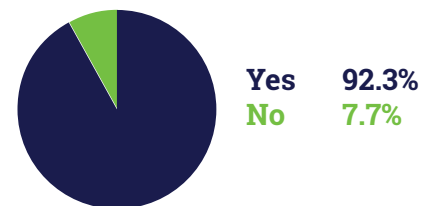
### Question 2.

**"Would you welcome CVs without any indication of ethnicity?"**



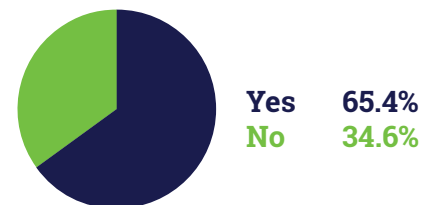
### Question 3.

**"Would you welcome CVs without any indication of gender?"**



### Question 4.

**"Would you welcome CVs without any indication of age? eg. Removal of dates that indicate the candidates age "**



### Question 5.

**"Would you welcome CVs without any indication of a disability?"**

