

## How we use GenAI in the hiring process

At RELX, GenAI tools are used to support — but never replace — human judgment in recruitment. These tools may help us with:

- **Resume parsing** to identify relevant experience and skills
- **Job descriptions and adverts** to ensure clarity and inclusivity
- **Candidate communications** to provide clear, inclusive, and timely information
- **Interview scheduling** to streamline coordination and documentation

All GenAI-assisted processes are subject to **human input and oversight**, with a focus on mitigating bias and ensuring accessibility.

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## Guidelines for candidates using GenAI

We recognise that many candidates use GenAI tools to prepare applications and interviews. We welcome this — when it's done carefully and transparently. **Integrity and authenticity remain essential throughout our hiring process.**

### Acceptable uses

- Creating or formatting your **resume and cover letter**, provided the content reflects your own experience
- Conducting **research** on our business, our products and our roles.
- **Interview preparation**, such as practicing questions or organising your thoughts (e.g. STAR/STARR)
- **Note-taking or accessibility support**, with prior agreement from your recruiter

### Unacceptable uses

- **Misrepresentation** — submitting content that fabricates skills, experiences, or achievements
- **Live interview assistance** — using GenAI to generate answers in real time
- **Plagiarism** — presenting GenAI output as your own work without proper attribution

*Any candidate using GenAI in these unacceptable ways will be excluded from consideration.*

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## Our expectation: Authenticity over automation

We want to get to know **you** — your ideas, your experiences, and your potential. GenAI can be a helpful tool to prepare, but it should never replace your **voice or your story**. Transparency, honesty, and originality are key to building trust in our process.

If you have any questions about our GenAI policies or need accommodation, please reach out to your Talent Acquisition contact.