



IMPULSUS

HIRING POLICY

Version 2.0

Ian Storey - Reviewed on April 11th 2026

Impulsus | UK

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1 Hiring Policy

It is the Organisation's policy that the Directors are responsible for recruitment of new employees.

We aim at all times to recruit the person who is most suited to a particular job. Recruitment will be solely on the basis of the applicant's abilities and individual merit as measured against the criteria for the job.

Qualifications, experience and skills will be assessed at the level that is relevant to the job.

Before embarking on the process of recruitment, there must be an up to date job description for the post.

The Organisation is committed to applying its equal opportunities policy at all stages of recruitment and selection. Short listing, interviewing and selection will always be carried out without regard for gender, gender reassignment, sexual orientation, marital or civil partnership status, colour, race, nationality, ethnic or national origins, religion, or belief, age, pregnancy or maternity leave or trade union membership.

Any candidate with a disability will not be excluded unless it is clear that the candidate is unable to perform a duty that is intrinsic to the role, having taken into account reasonable adjustments. Reasonable adjustments to the recruitment process will be made to ensure that no applicant is disadvantaged because of their disability.

Those conducting recruitment interviews will ensure that the questions that they ask applicants are not in any way discriminatory or unnecessarily intrusive. The interview will focus on the needs of the job and skills required to perform it effectively.

It is the Policy of the Organisation that all employment decisions are based on principles of Equal Employment Opportunity. Accordingly, the Organisation does not discriminate on the basis of race, colour, creed, gender, national origin, disability, age, veteran status, citizenship, marital status or sexual orientation. The Organisation maintains a professional business environment that is free from verbal or physical harassment.

The successful applicant will be offered employment subject to a satisfactory police check when applicable.

This Policy applies to all applicants and employees and includes all personnel actions such as:

1. Compensation
2. Benefits
3. Transfers
4. Training
5. Promotion
6. Employment termination,

2 Employee verification process

We will use a checking services (such as Zellis www.zellis.com) to confirm the following details:

2.1 Employment checks

- Employment verification
- Right-to-work
- SMCR
- Director searches

2.2 Education checks

- Educational verification
- Educational qualifications
- Professional qualifications
- Professional memberships

2.3 Personal checks

- Criminal record
- Cifas
- DBS
- DVLA (if required for role)
- ID and financial
- Media search
- PEPS and sanctions

Ian Storey – Director – Impulsus – *April 11th 2026*