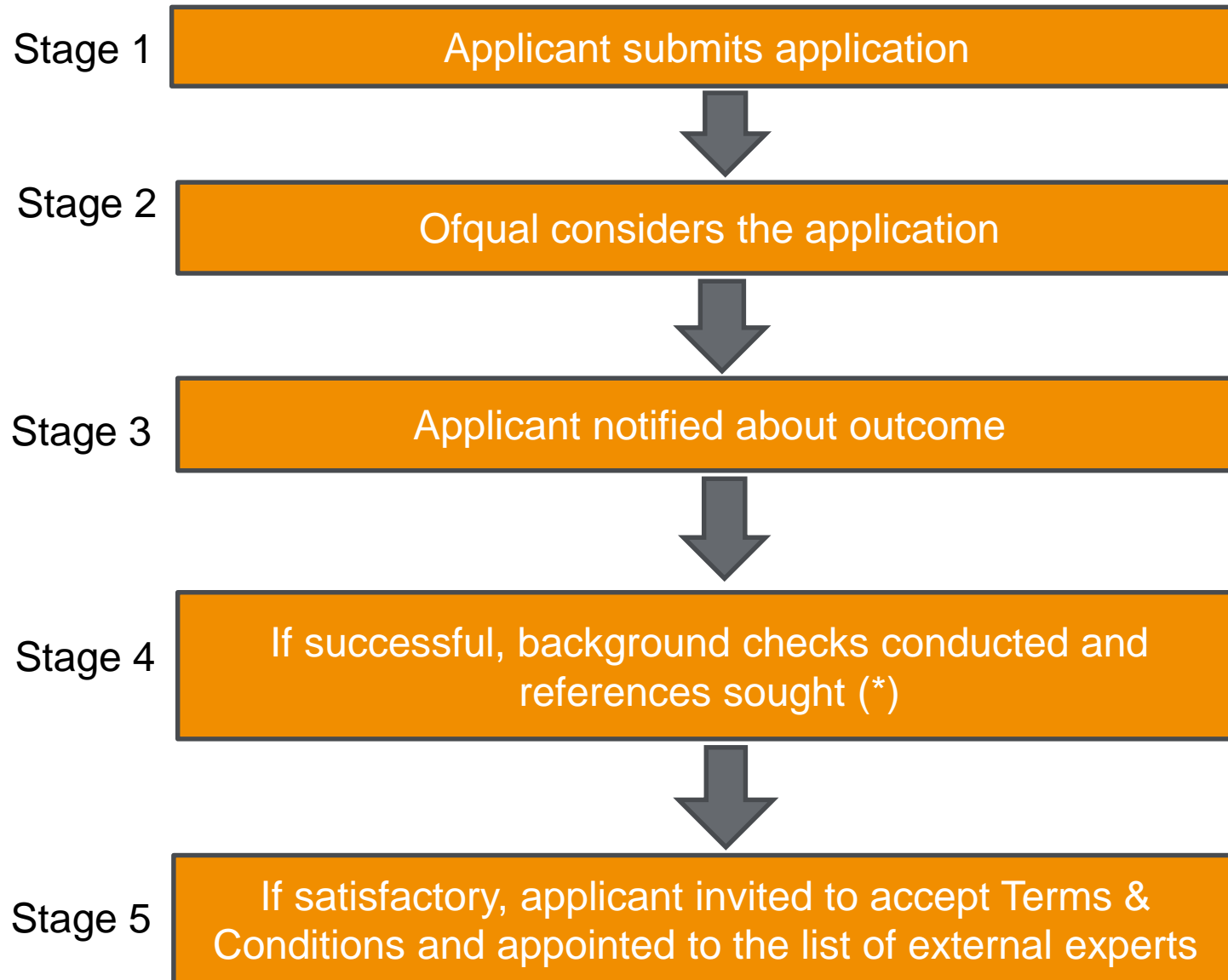


Stages of the recruitment process



(*) Satisfactory references and background checks are sought in relation to new applicants. Note that we may carry out additional background checks in relation to current external experts renewing their contract or seeking to add additional expertise