

## **Policy for Recruitment Agencies (UK)**

Horstman Defence Systems Limited operates a Preferred Supplier List (PSL) for recruitment agencies which is reviewed periodically. Should you wish to be considered as a supplier in the future please do not contact us by telephone but please send some company information to [recruitment@horstman.co.uk](mailto:recruitment@horstman.co.uk) We receive a lot of calls and interest from agencies and as such we will only be in contact should we wish to discuss further. Unfortunately we will not be able to respond to all of you.

We do not accept unsolicited CV's from agencies that are not part of our current PSL and therefore no ownership of such candidates will be given. We retain the right to pursue and hire such speculative candidates without any obligation to any third-party terms and conditions, even when these are submitted with the CV. We will not pay any agency fees associated with unsolicited third-party applications.