Artificial Intelligence Policy Statement

airswift
TRUSTED WORLDWIDE

2025

01 About Airswift

For over 40 years Airswift has been transforming lives through the provision of international workforce solutions to the energy, process and infrastructure industries. Our core values are what support our vision, shape our culture and reflect what our company values. They are the essence of our company identity and embedded in everything we do:

Transforming lives through the world of work
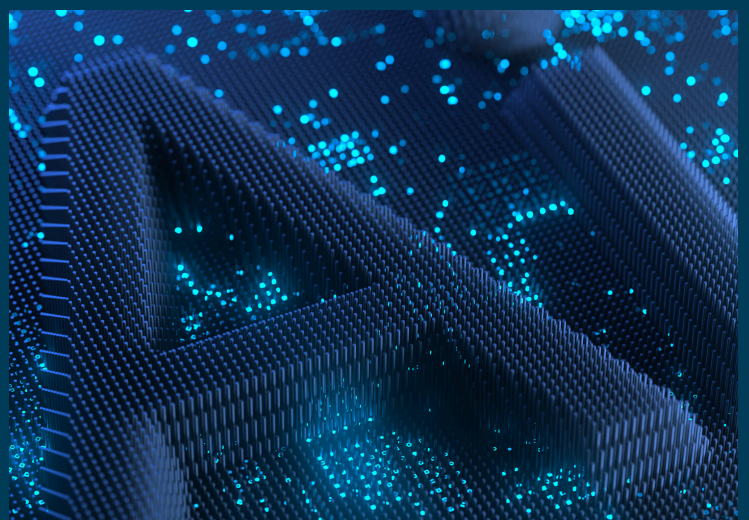
LIFE

EXCELLENCE

GROWTH

INTEGRITY

02 Purpose

Airswift is committed to using artificial intelligence (AI) to provide a fair, efficient, and data-driven recruitment experience for both candidates and employers. This policy outlines our core principles and practices regarding the use of AI in our talent acquisition processes.

03 AI Applications in Recruitment

Automated Document Ingestion and Analysis: We use AI technology to assist in the analysis of resumes and CVs. This involves ingesting the information you provide, such as skills, experience, and qualifications. This allows for faster processing and makes it easier to identify potentially suitable candidates for open positions. Our experienced hiring managers then review the AI's analysis and perform a comprehensive evaluation before moving candidates to the next stage. **Important to note, AI does not automatically screen out candidates.**

Skills-Based Matching Engine: Our AI algorithms match candidates to relevant job openings based on a detailed analysis of their skills and experience against predefined job requirements. This ensures greater objectivity and a focus on meritocracy.

Purpose

Airswift utilises AI technology to match candidates with job opportunities, and vice versa, enhancing our internal processes and the services and recommendations we provide to our clients.

Our AI system aims to streamline the recruitment process by identifying optimal candidate-job pairings, thereby improving efficiency and satisfaction for both parties involved.

Values

Guided by our ESG policies, Airswift commits to strengthening diversity, equity, and inclusion. We are a people-centric business, not only in our operations but also in our worldview.

Our AI system is developed with these values in mind, ensuring fairness and opportunity for all.

For more details on our values, visit:
https://www.airswift.com/about/esg

Data

Our AI system operates on proprietary and private data, with all consents obtained as per the relevant data protection laws. While we do utilize externally sourced data, it is also acquired in full compliance with these laws. Our data management practices are aligned with ISO 27001 standards.

Although we collect protected variables, they are not utilised in the matching logic of our AI system.

Governance

The AI systems at Airswift are overseen by a dedicated individual.

Should there be any complaints or concerns, stakeholders can reach out to our data protection officer at dpo@airswift.com.

Our AI system was initially published in February 2024, and we are committed to regular reviews.

04
Transparency and Explainability

We understand the importance of transparency in AI-powered solutions. Where applicable, we will provide candidates with a rationale for the AI's initial screening decision to ensure a fair and transparent process.

05
Human Expertise Remains Central

While AI plays a crucial role in streamlining our recruitment process, human expertise remains central to our operations. Our experienced recruitment professionals conduct in-depth interviews, assess cultural fit, and make final hiring decisions based on a comprehensive evaluation.

06
Benefits for our Candidates:

- **Faster Application Processing:** AI facilitates faster initial screenings, ensuring qualified candidates are identified quickly.

- **Targeted Job Recommendations:** Our AI algorithms match your skills and experience with the most relevant job openings.

- **Focus on Important Skills:** Spend less time on generic applications and more time showcasing your talents to potential employers.

07
Benefits for our Clients:

- **Reduced Time-to-Hire**: Find the best candidates faster with AI-powered pre-screening and matching functionalities.

- **Expanded Talent Pool:** Access a wider range of qualified individuals you might otherwise overlook with traditional methods.

- **Data-Driven Decisions:** Make informed hiring decisions based on objective data about skills and experience.
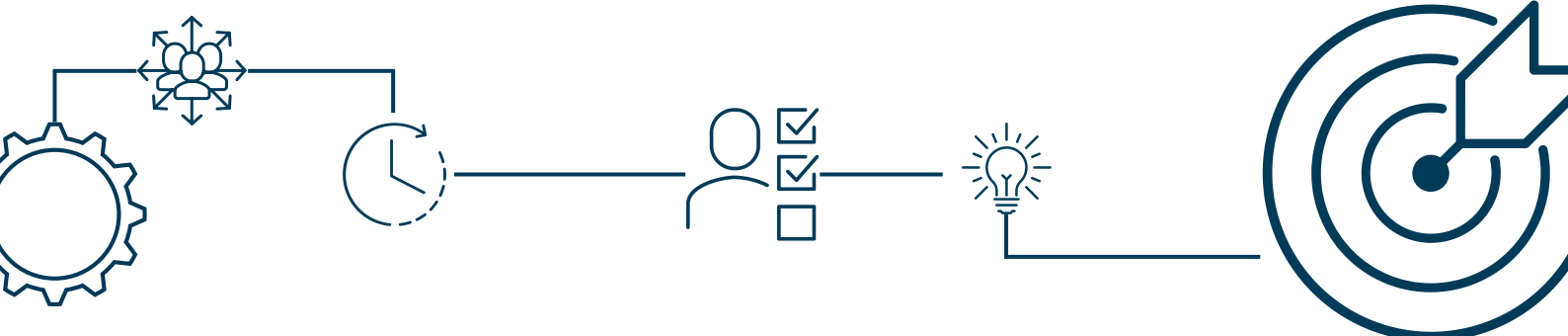
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