

Global Notice on the Use of AI-Enabled Interview Tools in Recruitment

Introduction and Scope. As part of our recruitment process, Lazard (“we,” “us”) uses a range of assessment tools provided by a third party to help evaluate candidates. These include standard psychometric tests (such as cognitive, skills, and personality assessments) that do not use artificial intelligence, as well as an AI-enabled video interview tool (the “AI Tool”). This notice explains how the AI Tool works and your rights in relation to it.

What the AI Tool Does. The AI Tool analyzes the text transcript of your recorded video interview responses against predefined, job-relevant competencies that Lazard has identified. It generates scores and summaries that our recruiters review alongside your CV, application, assessment results, and other information. These outputs are one input into a decision made by a member of our recruitment team; decisions are not made solely by the AI Tool.

What the AI Tool Uses. The AI Tool uses only the text transcript of your video interview responses, together with basic identifying information you supply (such as your name and contact details). The AI Tool does not capture biometric identifiers or information (e.g., voiceprint, facial scan). Your personal data will be processed and retained in accordance with Lazard’s applicable data retention practices.

How Results Are Used by Lazard. The AI Tool’s outputs may be used as one factor in a human-made decision. A trained recruiter reviews the results in context alongside your CV, application, assessment results, and other information, and makes the decision about whether to progress your application. Decisions are not made solely by the AI Tool.

Your Choices and Rights. Depending on your jurisdiction, you may:

- Request a reasonable adjustment or an alternative, non-AI assessment format (for example, if you have a disability or accessibility need);
- Ask a human to review any AI Tool output that affects you and share your point of view;
- Request access to and correct personal data;
- Ask questions about how the AI Tool works and how it was used in your case;
- Request that we erase your personal data, or restrict our processing of it, in certain circumstances;
- Object to our processing of your personal data;
- Lodge a complaint with your data protection supervisory authority (in the UK, the Information Commissioner’s Office (ICO), or, in the EU, the supervisory authority in your country).

Exercising any of these rights will not disadvantage your application.

European Union and United Kingdom: Legal Basis and International Transfers.

In the context of the AI Tool, we process your personal data on the basis of our legitimate interests in conducting an efficient, consistent, and fair recruitment process, including by using validated assessment tools to evaluate candidates against job-relevant competencies.

Where your data is transferred outside the UK/EEA, we rely on appropriate safeguards, which may include standard contractual clauses, adequacy decisions, or other transfer mechanisms permitted under applicable data protection law.

Contact. If you have any questions in relation to this Notice, or if you would like to contact us to exercise your rights as stated in this Notice, use the following contact information:

Europe & UK: graduate.london@lazard.com