

Participation Rules

At EY, we're committed to delivering a recruitment experience that reflects our core values: integrity, respect, inclusiveness, and a commitment to doing the right thing. These Participation Rules set out what you can expect from EY - and what EY expects from you.

EY Candidate Participation Rules:

1. Acting with Integrity

Integrity is at the heart of everything we do at EY. We ask that you:

- Provide truthful, complete and accurate information throughout your application and assessments. This includes representing your qualifications, experiences and achievements fully and honestly.
- Complete all assessments independently, without assistance from others or the use of unauthorised tools or resources.
- Do not copy or reuse answers from other candidates, online sources, or AI-generated content.
- Ensure that all responses are your own work and reflect your genuine experience, qualifications and capabilities.

All submissions are subject to verification at any stage of the recruitment process. Any discrepancies or breaches may result in disqualification, reassessment (potentially under different conditions), or withdrawal of an offer following review by EY personnel. If you have already started employment, this could also lead to the termination of your employment with the firm.

We want to see the real you – your unique thinking, ideas, and potential.

2. Using AI Responsibly

We're excited about the role of AI and technology, and we understand that these tools can be helpful for preparation – but they must be used responsibly. Your responses in our selection process must reflect your own thinking, experience and ability. AI must not be used in any way that compromises the integrity or fairness of our recruitment procedures.

You must not:

- Use AI tools to generate, complete or assist with any part of your EY application or assessments, including written responses, multiple-choice questions, or live interviews.
- Submit AI-generated content as your own.
- Use AI tools to simulate or fabricate experiences, achievements or qualifications.
- Input confidential EY information into public AI platforms.

You may:

- Use AI tools to research EY's values, roles, or industry trends.
- Use AI to help organise your thoughts (e.g. applying frameworks like STARR).
- Use AI to help refine your writing style or improve clarity when preparing for assessments (e.g. practicing interview questions or structuring responses). However, AI must **not** be used to generate or assist with any actual responses submitted during formal assessments. All content must remain your own and accurately reflect your genuine experience.

Important: All submissions must be your own work and reflect your authentic capabilities. Misuse of AI may result in disqualification from the selection process or reassessment.

If you are unsure whether a particular use of AI is permitted, please contact eystudentrecruitment@uk.ey.com.

3. Respecting the Process

To ensure a fair and consistent experience for all candidates:

- Do not share, copy, retain, or distribute any part of EY's assessment materials. These are protected under intellectual property and confidentiality laws.
- You may submit only one application at a time. If unsuccessful, you must wait at least six months before reapplying (three months for apprenticeships and the Careers Starters programme).
- You may submit a maximum of two applications during each annual recruitment window. Reapplications must be submitted using a new email address due to system restrictions.

4. Supervision Features

Our systems include measures designed to protect the integrity of our application process and detect potential breaches of the Participation Rules or dishonest behaviour at any stage of the process – even after an offer has been made.

The following supervision features are in use during the **SHL** interactive job preview, stage 1 and stage 2 assessments:

- **Browser Off-Focus:** Controls switching between applications and browser windows.
- **Print Screen Count:** Controls use of 'PrintScreen' or equivalent functionality.
- **Disable Copy/Paste:** Restricts participants from copying and pasting into the assessment screen using keyboard shortcuts, mouse functions, system commands, or equivalent functionality.
- **Periodic Image Capture:** Captures the participant's image at regular intervals using the webcam.
 - **No Face/Multi Face Detection:** Detects the number of people present in the frame.
 - **Suspicious Object Detection:** Detects any suspicious objects in the frame that may indicate the presence of unauthorised tools such as digital devices.
- **IP Address:** Lists IP address/es used by the participant during their assessment.

This functionality does not involve any AI-based decision-making. It is designed to capture data, statistics, and metrics for review and assessment by EY personnel or EY-appointed third-party providers.

The following supervision features are in use during virtual assessment centre exercises and interviews undertaken via **TopScore**:

- **Periodic Image Capture:** Captures the participant's image at regular intervals using the webcam.
- **Facial Recognition:** Compares the participant's images against their formal identity document to support identity verification during the assessment.
- **Collusion Detection:** Identifies similarities across candidates' written responses and highlights patterns that may indicate shared or duplicated content.
- **AI Usage Detection:** Assesses whether a response has been generated using AI tools.
- **Plagiarism Detection:** Assesses whether a response was taken from online sources.
- **Input Heuristics:** Monitors input behaviours, including copy and paste activity, typing patterns, and response timing, to identify patterns that may indicate use of external sources.

If you need to request an adjustment to our processes to support your needs, please contact EY in advance of your assessment.

5. Consequences of Non-Compliance

EY reserves the right to take appropriate action where it reasonably considers there is evidence of a breach of these rules or behaviour inconsistent with the integrity of the process. This action may include:

- Re-testing
- Suspension or removal from the recruitment process
- Withdrawal of an offer
- Termination of employment, where this has started
- Legal action in cases of fraud or misuse of EY materials

Any offer of employment made by EY is conditional upon meeting the essential criteria for your chosen programme. These criteria include, but are not limited to, academic qualifications, right to work status, and programme-specific requirements. Full details are provided during the application and onboarding stages. EY reserves the right to withdraw an offer if these criteria are not met or if discrepancies are identified at any point in the process.

6. Protecting Your Data

We take your privacy seriously. Your personal information will be handled in line with our [Privacy Policy](#) and used only for recruitment purposes.



7. Need Help or Have Questions?

If anything's unclear or you need support relating to your EY application, please reach out to our **Early Careers team**.

Call us on +44 [0]800 289 208, Monday to Friday 9.00am – 5.30pm, or email eystudentrecruitment@uk.ey.com.

We're here to make the recruitment process a positive experience for you. EY is committed to providing meaningful and effective procedures to encourage the reporting of concerns.

If you have any questions or worries about conduct that may be unethical, illegal, in violation of professional standards, or inconsistent with the EY Global Code of Conduct, we encourage you to read the information available through the **EY Ethics Hotline**. Visit: [EY/Ethics Hotline | EY - UK](#).

8. Acknowledgement

By continuing with your application, you confirm that you've read and understood these Participation Rules. Violations may result in your application being withdrawn or an offer being rescinded.

Acting with integrity is not just a requirement – it's a reflection of who we are and who we're looking for.