



Human Resources Notice to Recruiters and Staffing Agencies

EDF Trading North America, LLC's (EDF Trading) policy is not to accept unsolicited CVs from recruitment agents, temporary staffing agencies, placement services, and professional recruiters ("Agency"). Agencies are hereby specifically directed NOT to contact EDF Trading employees directly in an attempt to present candidates – EDF Trading's recruiting team or other authorized EDF Trading personnel must present ALL candidates to hiring managers.

To protect the interests of all parties, EDF Trading will not accept unsolicited resumes from any source other than directly from a candidate. Any unsolicited resumes sent to EDF Trading, including unsolicited resumes sent to an EDF Trading mailing address, fax machine or email address, directly to EDF Trading employees, or to EDF Trading's resume database will be considered EDF Trading property. EDF Trading will NOT pay a fee for any placement resulting from the receipt of an unsolicited resume. EDF Trading will consider any candidate for whom an Agency has submitted an unsolicited resume to have been referred by the Agency free of any charges or fees.

Agencies must obtain advance written approval from EDF Trading's Human Resources function to submit resumes, and then only in conjunction with a valid fully-executed contract for service and in response to a specific job opening. EDF Trading will not pay a fee to any Agency that does not have such an agreement in place.

EDF Trading operates with a preferred supplier lists for recruitment partners supplying permanent or temporary staff. Recruitment agreements are reviewed periodically and as business requirements demand. Agreements will only be valid if in writing and signed by an officer of EDF Trading or his or her designee. No other EDF Trading employee is authorized to bind EDF Trading to any agreement regarding the placement of candidates by Agencies. EDF Trading hereby specifically rejects and denies any liability under any agreement purporting to be accepted based on negative consent, negotiation with a candidate, performance, or any means other than the signature of an EDF Trading officer.

Please refrain from contacting HR, Hiring Managers or any other EDF employees regarding potential opportunities in EDF Trading. Please also be advised that EDF Trading does not accept cold calling as a form of expressing an interest in being considered for future recruitment agreement reviews.