

# Reasonable Adjustments / Accommodations



We want people to feel they belong at AstraZeneca, starting with our recruitment process. We want all candidates to be able to give their best at interview, so if you require any of these adjustments or accommodations, please mention this to your Talent Acquisition partner.

To discover more about life at our company go to [careers.astrazeneca.com](https://careers.astrazeneca.com) or [careers.alexion.com](https://careers.alexion.com)

In most circumstances we can offer a virtual or an in-person interview. However, there may be some stages of your interview process which can only be conducted virtually. For virtual meetings and/or screening calls, you can:

- Request the camera being primarily on or off
- Request live captions on all calls

For both virtual and in-person interviews:

- You can request frequent and/or longer comfort breaks.
- We can provide you additional time for your screening, interview and/or assessment.
- We can offer a pre-interview preparation call with sample questions.
- We can provide a visual timer or clock during your interview.
- We're able to provide you with information about your interviewer's role(s) in advance.
- You can request a smaller number of panelists or smaller groups (i.e. four people or less).
- You are free to wear comfortable yet respectful clothing that reflects your personal style.
- We can share questions in advance.
- Audible support (i.e. written questions, slower speech, repetition of questions).

For in-person interviews, we can also offer the following:

- A separate, private quiet space for you to prepare.
- An arranged visit to the assessment area prior to your scheduled interview.
- The option to bring/use your own equipment/notes.
- A chaperone to support site navigation.
- Customisable environments (adjustable heating, lighting and minimal sound interference\*)
- Assessment documents either printed or digital.
- On-site support in the form of ramps, lift access, or a larger room.

\*Whilst many of our sites can support adjustable lighting and heating, not every room of every site has this feature, but we will try our best to ensure your needs are met as best as we can.

### What's Next?

All candidates have the opportunity to request an adjustment or an accommodation, and if any of these would be beneficial, please inform your **Talent Acquisition partner** to discuss how we can support you.

