

Press Release: 29th January 2024

SEEK, Certsy and Xref embark on integration.



Certsy, a SEEK (ASX:SEK) owned credential verification platform, has signed an agreement with Xref (ASX:XF1), a leading provider of automated reference checking. Xref, Certsy and SEEK are exploring opportunities to collaborate and improve the way reference checks are used in employment.

Reference checks are an important and long-established way to validate past work history. This collaboration will explore a range of opportunities for Xref reference checks to be used by Certsy and SEEK to facilitate more job placements and to help job seekers to stand out by verifying and showcasing prior employment.

Certsy provides a secure credential passport for individuals to manage, and share verified credentials, and a workforce compliance platform, Certsy Workplace, for organisations to manage their compliance checks.

The first phase of this integration is enabling employers on the Certsy Workplace platform to request reference checks provided by Xref. The integration will utilise Xref's current API which is currently used to securely integrate automated reference checks with many ATS (applicant tracking system) partners globally.

Future phases will explore other uses of Xref reference checks, such as verifying work history and the potential of pre-verified references to accelerate the hiring process, rather than the traditional approach of "references on request" (as discussed in Xref's recent article "[References available before request](#)").

Next steps are to build out the integration between Certsy and Xref, with both parties working closely on this first phase through until Q4 FY24. We will announce further details once the initial integration has been completed and we are ready to move on with future phases of this collaboration.

Certsy will pay Xref for reference checks used and both parties will co-market with the support of SEEK to drive adoption.

"As Australia continues to recover from the impacts of the pandemic and resulting economic pressures, there are obvious benefits to improving the speed and efficiency of the employment sector. Together with Certsy's career passport, Xref can provide reference feedback and employment verification directly to the Employers and Candidates using the SEEK platform." — **Lee-Martin Seymour, Xref Founder and CEO**

This announcement has been approved by the Board of Directors of Xref Limited.
To learn more or ask questions, please visit

Website: xref.com

Investor Centre and Presentation: xf1.com

Twitter: [@xf1](https://twitter.com/xf1)

About SEEK

SEEK is a market leader in online employment marketplaces, with a multinational presence spanning Australia, New Zealand, Hong Kong, South East Asia, Brazil and Mexico. In addition, SEEK has minority investments in China, South Korea and a number of other countries.

For over 25 years, SEEK has helped people to live more fulfilling and productive working lives and helped organisations to succeed.

We leverage unique data and technology to create innovative solutions and insights into the future of work while protecting customers' privacy and using data ethically.

With 3,700+ staff in Australia, New Zealand, Asia and Latin America, SEEK was recognised as one of Australia's Top Ten Places to Work in Technology in the AFR BOSS Best Places to Work awards in 2021, 2022 and 2023.

SEEK is ASX listed with headquarters in Melbourne, Victoria.

About Certsy

Certsy is creating the leading digital passport for verified credentials, trusted by over 2.5 million Australians. Purpose-built for secure verification and sharing, Certsy is 100% owned by SEEK.

Integrated with Australia's leading online employment marketplace SEEK, we help job seekers stand out with verified qualifications, licences and credentials. Employers can shortlist faster and more confidently when they have greater trust in a candidate's claims.

Certsy Workplace (<https://hirer.certsy.com>) offers a growing range of background checks and workforce compliance solutions. Employers can simply invite people to verify, and then see status and results in the secure online portal. The employees, volunteers & candidates invited to complete checks benefit from Certsy's intuitive and secure verification experience plus the potential for re-use via their Certsy passport.

Find out more about Certsy at <https://certsy.com>.



About Xref

Headed up by Founder and CEO Lee-Martin Seymour, Xref supports over 16,000 active users from 2,600 entities across over 1,300 organisations servicing large global enterprises and sectors within the trust economy such as Healthcare, Aged Care, Not For Profit, Government and Education.

Xref allows employers to verify a candidate's references and ID, together with other key checking services, bringing all these onto one platform, via a partner marketplace. Xref's growth trajectory continues as employers want to safeguard their company from breaches in fraud, privacy and discrimination. The marketing-led, data-driven organisation ranks #1 in reference checking globally.

With talent acquisition becoming remote on a more permanent basis, business-critical platforms such as Xref are in high demand. Reference surveys, identity verification, and other pre and post-employment checks are crucial to give organisations confidence in their hiring and retention strategies and Xref is meeting that demand with its continuing product development roadmap.

The evolution of Xref's business reflects the leadership team's unwavering focus towards an enhanced platform that increases Xref's global addressable market. Xref will continue to meet the changing needs of recruitment and HR teams globally.