

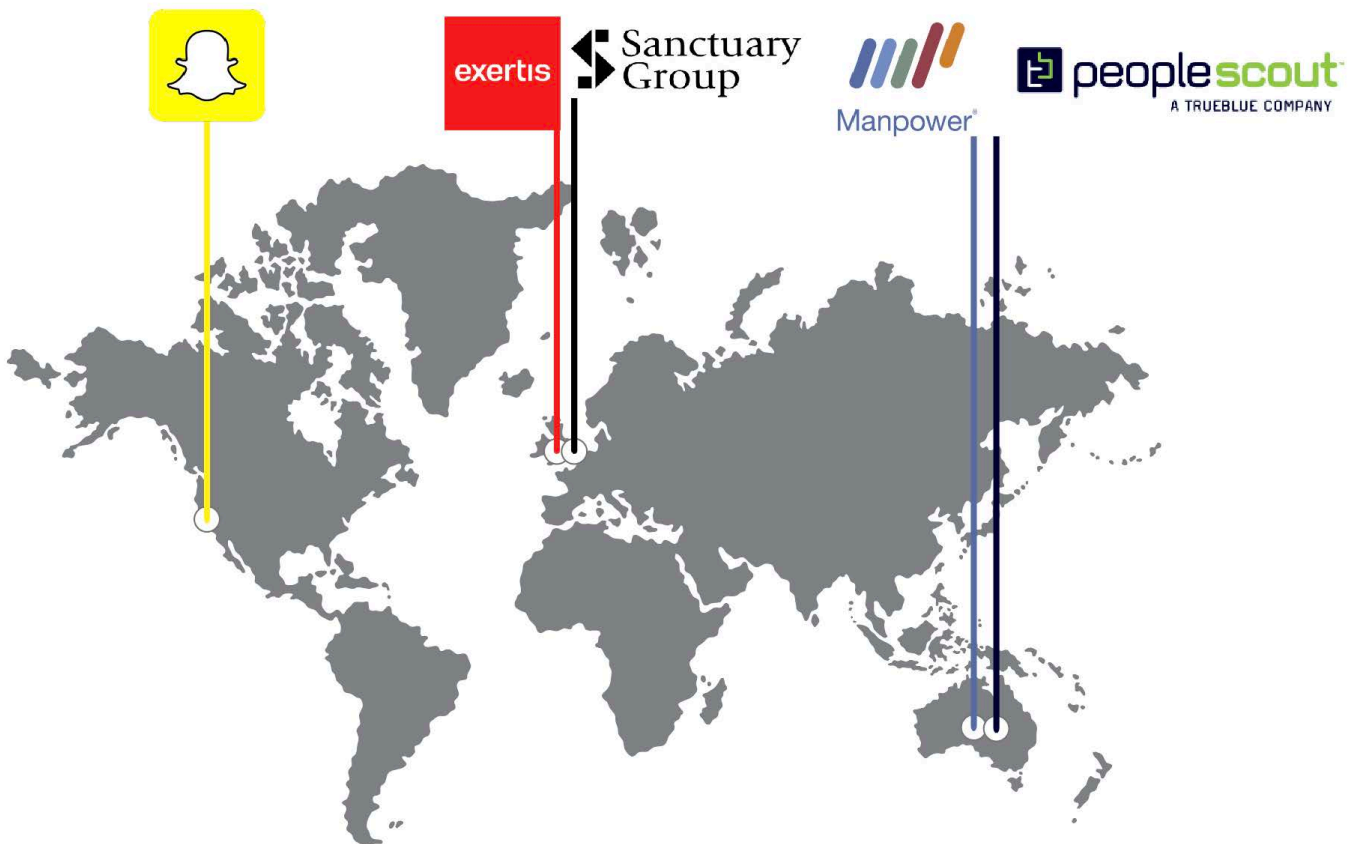
November 9th 2017

Snapchat Leads Lineup of Flagship Agreements for Xref

Xref Limited (**ASX:XF1**), the human resources technology company, is pleased to announce the details of a number of significant new client agreements signed globally during October.

Given the success the Company has [already reported](#) for the month - in terms of sales, usage and cash receipts - the addition of the global spread and opportunities presented by the companies introduced during the same period, will make October a very significant month for Xref during FY18.

Xref welcomes Snap Inc. (United States), ManpowerGroup Solutions (Australia), Exertis (United Kingdom), Sanctuary Group (United Kingdom), and PeopleScout (Global). Collectively, these companies are responsible for millions of hires every year, either into their own organisations or on behalf of clients.



Snap Inc (SnapChat) - United States

American technology and social media company, [Snap Inc.](#), was founded in 2011 and owns well known businesses including Snapchat, Spectacles, Bitmoji, and Zenly. It employs more than 1,900 staff globally.

Previously, Snap Inc. faced challenges trying to conduct reference checks for graduates and technical talent, which make up a large proportion of its workforce. Following a successful trial, Snap Inc. selected Xref in order to reduce the amount of time its recruitment team spend on the reference checking process and to allow them more time to identify, attract and onboard top recruits with the required technology expertise. This new agreement marks the most significant contract for Xref in the United States to date. Snap Inc.'s tender process required the Xref team and platform to comply with a number of rigorous terms, as well as security and legal reviews. Xref is encouraged to have its technology recognised and trusted by an organisation centred and reliant on the robustness and technicality of the solutions it deploys.

ManpowerGroup Solutions - Australia

[ManpowerGroup Solutions](#) is the largest global Recruitment Process Outsourcing (RPO) provider and talent industry thought leader. It has offices in 80 countries and territories allowing it to deliver seamless talent solutions anywhere in the world and make more than 4 million hires across its agencies each year.

Xref was selected to help ManpowerGroup clients optimise total talent management and entire workforce solutions. The first agreement to be rolled out is with RPO, Employers Mutual Limited, which is reaping early rewards using Xref for the bulk recruitment of insurance claims professionals. With nine additional RPOs under the ManpowerGroup banner in Australia alone, the opportunity presented by this new client is vast and marks a significant addition to the other RPO providers already using Xref, including Hays Talent Solutions, Hudson and Alexander Mann.

Exertis - United Kingdom

[Exertis](#) is Europe's largest and fastest growing technology distribution business. Based in Lancashire, United Kingdom, it hires 300 people annually. Exertis is owned by [DCC Plc](#), Ireland's fourth largest company. Its revenue is £12.27 billion, and it employs more than 10,000 staff.

Having previously adopted a postal-based reference checking system, Exertis expects huge time and cost savings from using the Xref platform. For Xref, Exertis presents an enormous opportunity to expand its relationship to DCC Plc.

Sanctuary Group - United Kingdom

[Sanctuary Group](#) is one of the UK's largest providers of housing, care and other managed services. It employs more than 12,000 people and, through Sanctuary Care, it hires approximately 3,000 staff annually.

Prior to adopting Xref, Sanctuary Care was obtaining references manually. It also previously invested a significant amount of time and money in Disclosure and Barring Service (DBS) checks (a system which replaced the separate operations previously offered by the Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA). Now, since Xref delivers turnaround times of, on average, 50 hours, Sanctuary Care is able to conduct DBS checking later in the process, which saves it thousands of pounds and hundreds of hours in wasted time. During the tender process Xref was required to demonstrate its compliance with several legal and procurement requirements.

PeopleScout - Global

[PeopleScout](#) is a Total Workforce Solutions company, trusted by businesses in North America and around the world for RPO, Managed Service Provider (MSP) and blended solutions. It has a diverse staff of more than 2,250 recruiters and program managers positioned across the globe, and with hiring experience across 70 countries.

Xref is working with PeopleScout across its RPO accounts, improving the way it conducts referencing with its entire customer base and enabling it to move from manual, outsourced referencing to a fully automated service via the Xref platform.

High-profile trials underway in Norway

During October, less than a month after Xref introduced an office in Norway to support organisations across the Nordics region, Xref established trials with a number of large Government, banking and recruitment organisations. Within six weeks of opening the office, the Nordics team has also recorded its first credit sale.

Xref is encouraged by the initial results from the business, and the characteristics of the region create a natural demand that will drive continued, rapid growth. With a strong appetite for HR governance but currently a high reliance on traditional reference checking methods, the opportunity to replace unreliable approaches with data-driven, secure solutions is high.

Executive director / CEO Lee-Martin Seymour said: *"The size and prestige of the clients introduced globally in October is further validation for our global growth strategy. We are seeing increasing demand in every market and we are delighted to see some of each region's largest brands recognising the value of the platform."*

Executive director / CTO Tim Griffiths said: *"The majority of the clients added in October require their suppliers to demonstrate great strength and reliability in the service they offer, to ensure they do not compromise their own standards and service. We are always confident about the strength of the Xref platform but it is hugely encouraging to see it perform so well up against such a range of scrutiny in such a short space of time."*

Non-executive chairman Brad Rosser said: *"The value of Xref's entry into multiple markets is now coming to fruition. The ability to secure agreements with such a reputable list of new clients globally in just one month is a positive reflection of the growing awareness of the platform in every market and a reduced reliance on its Australian presence."*

Xref's software as a service (SaaS) platform collects 60% more data five times faster than traditional methods and, by automating a vital task, protects companies from fraud, discrimination and privacy breaches. It is used by more than 600 clients across 7 countries.

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