Ethical Trading Policy

Workforce Recruitment Group Ltd

WRG - June 2026

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Global talent experts

Introduction

Workforce Recruitment Group Limited recognise the responsibility that they share with their suppliers to operate ethically. Promoting decent working conditions in our supply chain is part of our strategy to act in a socially responsible manner. We expect all our suppliers to have ethical processes and policies in place throughout their supply chain. We will monitor supplier compliance with this policy through due diligence questionnaires to support the risk management, suppliers' visits, and the need for suppliers to provide reasonable information as evidence of compliance with our Ethical Trading Policy.

Responsibility

Responsibility to ensure the policy commitments are upheld, sufficient resources responsible for its implementation are available, including training, updates and auditing lies with Workforce Recruitment Group Compliance Team, with overall responsibility lying with the Head of Finance.

Coverage

This Policy applies to all permanent and temporary employees of the Company (including any of its intermediaries, subsidiaries, or associated companies). It also applies to any individual or corporate entity associated with the Company or who performs functions in relation to, or for and on behalf of, the Company. All employees and partners are expected to adhere to the principles set out in this Policy.

Policy Commitments

As a responsible business, Workforce Recruitment Group aims to always act in a socially responsible manner by respecting the economic, social, cultural, political, and civil rights of those employed through our business and complying with Human Rights legislation. As such, Workforce Recruitment Group, and suppliers to Workforce Recruitment Group shall commit to ensure that.

- Employment is freely chosen, there is no forced, bonded, or involuntary prison labour, candidates are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.
- Freedom of association and the right to collective bargaining are respected, candidates have the right to join or form trade unions of their own choosing and to bargain collectively and candidate representatives are not discriminated against and have access to carry out their respective functions in the workplace.
- Working conditions are safe and hygienic, adequate steps shall be taken to prevent accidents and injury in the working environment, candidates shall receive regular and recorded health and safety training, access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Child labour shall not be used
- Living wages are paid, wages and benefits paid for a standard working week meet, at a minimum, national legal standards, or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- Working hours are not excessive, total hours worked in any 7day period shall not exceed 60 hours, unless appropriate safeguards are taken to protect the workers' health and the

employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents, or emergencies. All overtime shall be voluntary.

- No discrimination is practised, there is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- Regular employment is provided and to every extent possible work performed must be based on recognised employment relationship established through national law and practice.
- No harsh or inhumane treatment is allowed, physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.