

Thomas Plant Hire is committed to Ethical Fair-Trading Utilizing Anti-Slavery Principles ensuring our workforce are paid a fair day pay for a fair day's work. Our pursuit of excellence in the delivery of these principles is not an option, but a business necessity which will be achieved by ensuring that we and our suppliers ensure:

- Employment is freely chosen there will be no bonded, involuntary or forced labor. Employees can freely leave our employment giving reasonable notice.
- Our workforce have the freedom and right to collective bargaining to join or form Trade Unions and recognize those unions and their activities without discrimination.
- Workers enjoy safe and healthy working conditions and are inducted, trained and have welfare facilities provided.
- Child labor is not to be used and persons under the age of 18 are not unsupervised or in hazardous conditions.
- Living Wages are paid at the national legal standards or industry benchmarks. All workers are given information of their employment terms and conditions in respect of benefits and pay.
- Working hours are not excessive and comply with the national legal requirements. Overtime will be voluntary and paid at a premium rate.
- 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.
- There will be no physical or verbal abuse or threat of physical or verbal abuse sexual or any other type of abuse, harassment or intimidation.

This policy will be brought to the attention of all employees and persons working on behalf of the company and reviewed annually.

Signed



Mr. Wyn Thomas
Managing Director

30/01/2024