**Ethical Trading Policy**

As a responsible corporate citizen, Simple Recruitment Services Ltd aims to act in a socially responsible manner at all times by:

▪ Respecting the economic, social, cultural, political and civil rights of those involved in our operations

▪ Complying with all human rights legislation

▪ Implementing programmes across our network and with our supply chain partners

CORE LABOUR RIGHTS AND DIGNITY AT WORK

▪ Respect the rights of workers to join legally recognised labour unions

▪ Not tolerate any form of harassment in the workplace

HEALTH AND SAFETY IN THE WORKPLACE

▪ Create a healthy and safe work environment for each worker

FAIR REMUNERATION

▪ Ensure that working hours and remuneration are reasonable and comparable to those offered by similar companies

DIVERSITY AND RESPECT FOR DIFFERENCES

▪ Manage diversity to promote and capitalise on cultural and individual differences to create competitive advantage through new perspectives and market sensitivity

OPPORTUNITY FOR DEVELOPMENT

▪ Recognise the value that workers create and reward them with opportunities for personal and career development

▪ Provide workers with equal opportunities regardless of their gender, age, marital status, sexual orientation, disability, race, religion or national origin.

Disclaimer: This policy is meant to provide general guidelines and should be used as a reference. It may not take into account all laws and is therefore not a legal document. The Company will not assume any legal liability that may arise from the use of this policy.

Signed: Gary Phillips – Operations Director

Date: September 2025