

Ethical Trading Policy

As a responsible corporate citizen, Gi Group UK 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: Paulo Canoa – Chief Regional Officer UK & Ireland and Country Manager UK & Ireland

Date: March 2026

