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. This includes harassment by third parties (e.g., hirers, clients, customers, suppliers) where our workers are placed or come into contact during work
- Harassment (including sexual harassment) is managed in accordance with Gi Group UK's Sexual Harassment Policy (available on our website here), including reporting routes and investigation process.

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: October 2026

