

HUMAN RIGHTS AND LABOUR POLICY STATEMENT

Date last reviewed: August 2025

Next review date: August 2026

North Lancs Training Group wants to ensure that all employees are treated with respect and dignity, are working under their own free will and are being properly compensated for their effort. The Company ensures it is compliant with The Human Rights and Labour Policy Statement.

We are committed to upholding the protection of human rights of all our staff where it is possible through our objectives and are committed to ensuring that we do not act in any way to violate any human rights. We expect our suppliers and partners to hold this same high standard.

NLTG supports and respects the principles proclaimed in the Universal Declaration of the Human Rights and believes businesses should ensure they are not complicit in human right abuses.

This Human Rights Policy Statement is intended to state the Company's position to all NLTG employees and other stakeholders and aims to comply by the following statements:

- **Freely Chosen Employment** – Debt Bondage: Forced, bonded or indentured labour, involuntary prison labour, slavery or trafficking of persons shall not be used. All work will be voluntary in the production of NLTG products and services
- **No Underage Workers** – Child Labour will not be used in any circumstance and will comply with all UK legislation relating to the minimum age for workers in the UK
- **Minimum Wage, Hours and Benefits** – Compensation paid to employees shall comply with all laws relating to wages including minimum wage rates
- **Humane Treatment** – There will be no harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, slavery, mental or physical coercion or verbal abuse of employees, nor is there to be the threat of any such treatment
- **Non-Discrimination** – We are committed to a workforce that is free of harassment and unlawful discrimination, including race, colour, religion or religious belief, national origin, gender (including pregnancy), age, disability, sex and sexual orientation, gender identity, HIV status, marital status, past or present military status or any other status protected by the laws or regulations in the locations we operate in
- **Dealing with Management, Freedom of Association and Collective Bargaining** – We believe that employees rights are best protected by allowing each worker to deal directly with management on issues of importance to that worker. We also respect rights of workers to associate or not associate with third party organisations, join or not join unions, seek representation, bargain or not bargain collectively in accordance of UK law
- **Workplace Health & Safety** – Employees are to be in a safe environment and protected from hazards of the job. Where necessary, employees will be provided safety equipment as appropriate to the work being performed. Employees are to be provided with ready access to clean toilets, water and sanitary food preparation, storage and eating facilities. Procedures and systems are in place to manage, track and report occupational injury and illness. Emergency response procedures will be in place

To read in conjunction with the Company Handbook - Anti Bribery Policy, Whistleblowing Policy and the Company Health and Safety Policy.

Signed: 
GARETH LINDSAY
 NLTG Managing Director