



| Company |
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| LJR Group Services Limited |

| Version | Review date | Reviewed by | Role |
|---------|---------------------|----------------------|-------------|
| 1.0 | 12th January 2025 | Shaun Radcliffe | Director |
| | To be Reviewed date | Signature | Notes |
| | 12th January 2026 | <i>S A RADCLIFFE</i> | Version 1.0 |

SOCIAL ACCOUNTABILITY POLICY

This Social Accountability Policy has been issued as part of Group Services Ltd 's commitment to continual improvement through its Quality Management, Environmental Management and Health and Safety Systems and Procedures.

LJR Group Services Ltd supports and respects the protection of international human rights within the sphere of our influence and we ensure that we are not complicit, either intentionally or by omission, in human rights abuses. We comply in all respects with our own internal policies and procedures and all local and international laws. We will respect any international instruments and their interpretations on Social Accountability. We will strive to continuously improve the ways in which we promote, communicate and manage Social Accountability with our employees, our suppliers and the community at large.

Health & Safety

LJR Group Services Ltd is committed to providing a safe and healthy working environment for its employees in accordance with the Health & Safety at Work Act 1974. Full details are given in LJR Group Services Ltd 's Health and Safety Policy document.

Discrimination

LJR Group Services Ltd will not engage in, or support discrimination in hiring, compensating, accessing training, promotions or terminations of employment based on race, national origin, religion, disability, gender or sexual orientation. Full details are given in the Equal Opportunities Policy.

Freedom of Association

LJR Group Services Ltd accepts the rights of all employees to belong, or not to belong, to a recognized Trade Union of the employee's choice

Working Hours

LJR Group Services Ltd will comply with the applicable laws and industry standards on working hours

Harsh or Inhumane Treatment

LJR Group Services Ltd prohibits verbal, physical, mental or emotional abuse, harassment, physical, mental or emotional coercion or the threat or perceived threat of any of the above

Employee Grievance

LJR Group Services Ltd is committed to resolving any employee grievance as quickly as possible. A documented Grievance Procedure is detailed in LJR Group Services Ltd 's Handbook.

Child Labour

LJR Group Services Ltd does not employ child labour and, where such information can be relied upon, will avoid the use of suppliers of goods and services from organizations that do employ child labour. Minimum employment age laws are complied with in all respects.

Forced Labour

LJR Group Services Ltd does not use forced labour and, where such information can be relied upon, will avoid the use of suppliers of goods and services from organizations that do employ forced labour. No personnel are required to lodge "deposits" or identity papers, passports, etc as a condition of employment by LJR Group Services Ltd.