

Policy Statement

Twenty-Four Seven Recruitment Services Ltd ('The Company') is achieving commercial success in ways that honour ethical values and respect people, communities, and the natural environment by minimising any negative environmental and social impacts and maximising the positive ones. In general, the company is managing its business to achieve both commercial and social benefits. In essence it's about managing our social, community and environmental impacts to improve our results, reduce risks and enhance our reputation. It is also about growing our business in a way that has value for everyone connected to it. The Corporate Social Responsibility Policy of the company is a balance between financial, environmental, and social performance.

People, Planet and Profit

The company aims to be open, accountable, and responsive to stakeholder concerns. We believe that business, social, and environmental performance are mutually dependent. At the company, they go hand in hand, so all our stakeholders benefit from the company's activities by striving to support sustainable and ethical business practices.

Our Code of Conduct which enables us to act accordingly to the Corporate Social Responsibility Policy can be divided into our Ambitions and our Commitments:

Ambitions:

1. The company will operate in a sustainable manner in order to create long-term value through superior financial performance.
2. The company's core values of People First, Safe Practices, Compliant Processes, and Customer Satisfaction – will be reflected in our behaviour and in our business conduct.
3. The company will drive the industry in pursuing common high standards and best practices.

Commitments:

1. We will communicate promptly, completely, and accurately with our customers, employees, suppliers, community members, shareholders, regulators, and all others with whom we do business. We will not mislead these stakeholders and will only make promises to them that we can keep.
2. We will maintain accurate and reliable records to meet our legal and financial obligations and to manage our business.
3. We will embrace measures aimed at tackling modern slavery and exploitation within supply chains.
4. We will make a positive contribution to the societies in which we operate by providing employment, investing in infrastructure and supporting local initiatives.
5. We will encourage our employees to use on the job training and education to further their personal and professional development.
6. We will strive to minimise the environmental impact of our business.

7. We are committed to fairness in the workplace and will respect the rights, culture, and dignity of all individuals. We will act fairly and justly and will not tolerate any form of discrimination or harassment directed at any individual or group.
8. We will seek business partners that foster trust in our relationship. When considering a business partnership, we will base our choice of partner not only on economic considerations, but also on several other factors, including, where appropriate, safety, health, environmental management and sustainable conduct.
9. We will work to minimise environmental impact.
10. We will encourage safety conscious behaviour, both in the workplace and beyond.
11. We will cooperate with customers, suppliers and partners to encourage safe and correct practices.
12. We will stimulate improvement throughout by conducting an active and open dialogue with customers, partners and other stakeholders.
13. We will actively support technological innovation to improve and enhance productivity and engagement.

Achieving our ambitions and acting on our commitments:

The ambitions and commitments stated are intended to guide the conduct of all Directors, Officers, and Employees of the company. Each of these individuals is responsible for making sure that our business decisions and actions comply at all times with the letter and spirit of this Corporate Social Responsibility Policy and Code of Conduct.

- All personnel have a responsibility in promotion and delivery of this policy.
- All employees are encouraged to raise questions or issues about these matters with their line managers.
- All concerns, questions and complaints will be taken seriously and handled promptly, confidentially and professionally.
- No retaliation will be taken against any employee for raising any concern, question or complaint in good faith.

Desired outcomes:

- The company acts for the benefit of profit, people and environment.
- The company's employees value it as a great place to work.
- The company has a good health and safety record.
- The company attracts, retains and develops motivated and committed employees.
- The company's customers and suppliers value it as a good business to do business with.