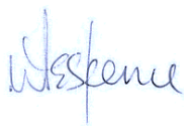


Selectequip strongly supports the principles of Human Rights, Human Trafficking & Modern Slavery legislation and as a result we will adhere to the following principles in respect of our staff, customers and supply chain.

- a) All employees, contractors and customers will be treated legally, fairly and honestly, regardless of where they work.
- b) Our Company will not employ or do business with organisations that employ illegal child labour, forced or bonded labour or condone illegal child labour.
- c) We will not use or condone the use of corporal punishment, mental or physical coercion, verbal abuse or discrimination. We will act swiftly to correct any situation where a member of staff or organisation we business with fails to conduct themselves appropriately.
- d) We will abide by the non-discrimination laws in every country where we operate.
- e) Our Company will always pay a fair, legal wage reflecting local markets and conditions.
- f) Working hours and conditions will comply with industry guidelines and standards. Overtime will be voluntary and not excessive.
- g) We will discuss, negotiate and fairly agree with our employees all matters of working conditions and pay.
- h) We have formal grievance procedures through which staff can raise personal and work-related issues.
- i) All staff will be given reasonable access to bathroom and rest facilities.
- j) We recognize workers unions' rights, freedom of expression and freedom of association

Supporting the development of collective negotiation and dialogue with employee representatives

Signed:



Henry Spence
Managing Director

Date: April 2021

Version	Revision	Date	Summary of Changes
2	1	May 2019	Initial Issue of new documentation
2	2	May 2020	Review and re-issue
2	2	April 2021	No changes needed – 2-year review date implemented