

# Human Resources and Employment Practices Statement

## Purpose

This statement outlines Kernow Fixings Ltd's approach to the management of its people and employment practices. It is intended to provide customers and partners with assurance that the company operates responsibly, ethically, and in compliance with applicable employment legislation.

This statement summarises our commitments and is supported by a suite of internal policies and procedures that govern how we employ, manage, and support our workforce.

## Lawful Employment

Kernow Fixings Ltd is committed to full compliance with UK employment legislation. All employees have the legal right to work in the United Kingdom, and appropriate right-to-work checks are carried out in line with statutory requirements.

We do not tolerate illegal working practices under any circumstances.

## Equal Opportunities & Fair Treatment

We are committed to providing a workplace that is fair, inclusive, and free from discrimination. Employment decisions are based on merit, competence, and business needs, without discrimination on the grounds of protected characteristics.

We promote dignity, respect, and equal opportunity for all employees and expect the same standards of behaviour throughout our supply chain.

## Ethical Employment & Modern Slavery

Kernow Fixings Ltd has zero tolerance for slavery, human trafficking, forced labour, or exploitative employment practices.

We are committed to conducting business ethically and transparently and take steps to assess and mitigate risks within our operations and supply chain. This commitment is set out in our Modern Slavery & Human Trafficking Statement and Ethical Trading Statement.

## Health, Safety & Welfare

The health, safety, and welfare of our employees and those affected by our activities is a fundamental priority.

We operate in accordance with the Health and Safety at Work etc. Act 1974 and are committed to providing safe systems of work, appropriate training, and suitable resources to maintain a safe working environment.

### **Conduct & Behaviour**

Kernow Fixings Ltd expects high standards of conduct from all employees. We maintain clear policies addressing unacceptable behaviour, including bribery, corruption, substance misuse, and unethical conduct.

Employees are expected to act professionally, responsibly, and in a manner that protects the reputation of the business and our customers.

### **Training & Competence**

We recognise the importance of competence, training, and awareness in maintaining a professional and responsible workforce. Employees receive appropriate training relevant to their roles, including training related to safety, ethical conduct, and compliance where required.

### **Supporting Policies**

This statement is supported by the following controlled documents, which are available upon request where appropriate:

- Equal Opportunities Policy
- Illegal Working & Right to Work Checks Policy
- Drugs & Alcohol Policy
- Anti-Bribery Policy
- Health & Safety Statement
- Ethical Trading Statement
- Modern Slavery & Human Trafficking Statement

### **Review & Approval**

This statement is reviewed periodically by senior management to ensure it remains appropriate to the company's operations and obligations.

Name: Daniel Furse  
Position: Managing Director

Date: 2<sup>nd</sup> June 2026  
Review: 1<sup>st</sup> June 2027