



Social & Ethical Policy

The Social & Ethical Policy of XANDER RECRUITMENT GROUP LTDRECRUITMENT GROUP LTD ensures that the company undertakes its activities in a socially, ethically and environmentally responsible manner. This includes the ethical and fair treatment of employees, customers, associates, contractors, suppliers and the public. The policy extends beyond the company's direct dealings with people to include the social impact of its activities. The Policy objectives are regularly reviewed and are supported by a number of other specific policies and procedures set out below, which are regularly reviewed and internally audited in particular, the Health and Safety and Environmental Policies.

Policy Objectives:

XANDER RECRUITMENT GROUP LTDRECRUITMENT GROUP LTD is committed to the principles of good corporate governance and to ensuring that its business is properly directed and managed for the benefit of its Directors and employees. The company believes in honesty, integrity and professionalism in all aspects of its business. Bribery and corruption are unacceptable practices. The company is committed to the development of Quality Management Systems throughout its business.

Our Employees

XANDER RECRUITMENT GROUP LTDRECRUITMENT GROUP LTD strives to ensure that all employees are treated fairly and with respect, and are appropriately rewarded. The Company seeks to operate above the standards laid down by employment legislation and to implement an effective Equal Opportunities Policy and to acknowledge staff representation. The Company seeks to develop and train its employees to realize their full potential. All employees receive an appraisals and personal development reviews which enable individual training needs to be identified.

Our Suppliers

XANDER RECRUITMENT GROUP LTDRECRUITMENT GROUP LTD endeavours to deal with all suppliers of goods and services in an open and honest manner and with professional standards of respect and integrity.

Ethical Purchasing Policy

It is the policy of XANDER RECRUITMENT GROUP LTDRECRUITMENT GROUP LTD to seek to purchase goods and services which:

- are produced and delivered under conditions that do not involve the abuse or exploitation of any persons
- have the least negative impact on the environment.
- Such considerations will form part of the evaluation and selection criteria for all goods and services purchased by XANDER RECRUITMENT GROUP LTDRECRUITMENT GROUP LTD.

The purpose of the policy is to:

- promote good labour and environmental standards in the supply chains of XANDER RECRUITMENT GROUP LTDRECRUITMENT GROUP LTD and,
- to protect the reputation of XANDER RECRUITMENT GROUP LTDRECRUITMENT GROUP LTD and its customers.

Date: **September 2026**

Review Date: **September 2027**

Alex Stockley - Managing Director