

## Social Responsibility Policy of TFC Europe Ltd

**TFC Europe Ltd** is committed to providing a safe and healthy working environment where all employees feel respected and can achieve business and personal objectives.

**TFC Europe Ltd** assures that the business is conducted with integrity and respect to all employees and customers. We are an equal opportunities employer and abide by fair labour practices, and we promote:

- A working environment that meets all applicable Health and Safety legislation.
- Anti-Bribery and anti-corruption practices.

**TFC Europe Ltd** complies with all legislation and rules concerning minimum wages, working hours and any legally required benefits.

**TFC Europe Ltd** will comply with all legal requirements relating to minimum working age unless for Apprenticeship programmes.

The Company proactively protect the environment by:

- Recycling
- Conserving energy
- Using environmentally friendly technology.

Signed :-



Name :- Keith Kentish

Title:- Regional Vice President

Date :- 12 February 2024