

	Blacklisting Policy Statement		Rev:	02
	Date of issue:	11/09/2025	Author:	SHEQ

Tru7 Group* respects the rule of law in all our dealings and has as a minimum standard compliance with all law and regulation to which our businesses are subject. Employment Relations Act 1999 (Blacklists) Regulations 2010

Consequences:

Failure to comply with the law will place Tru7 Group and its personnel at risk and result in potentially significant legal, financial, reputational and personal consequences.

Training Programmes:

Tru7 Group develops training and compliance programmes on many subjects for its personnel, including the one of Blacklisting. This ensures compliance with relevant legal issues. All employees selected for inclusion must attend a training session periodically when called upon to do so by the company.

In Summary:

The Directors of Tru7 Group personally conducts interviews for new recruits on payroll and the selection and award of Contracts to Sub-Contractors. The Directors will therefore maintain this policy and thus ensure full compliance with the Employment Relations Act (Blacklists) Regulations 2010.

Tru7 Group is a values-led organisation, and we take real pride in our work.

We take our commitment to transparency, openness, and safety extremely seriously. Tru7 Group is not anti-union and has never been part of any anti-union conspiracy. The company has never engaged a Private Investigating service or Database agency to check on building workers or trade union and political affiliations.

Revision No	Page No	Description of Change	Entered By	Approved By	Date
2	All	Major Review	NJ	AB	11/09/2025

Name:	Guy Nicholls CEO	Signed:		Date: 11/09/2025
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***Tru7 Group and all subsidiaries**