

# Integrated Policy Statement

Our integrated policy statement serves as the foundation for our commitment to excellence in every aspect of our operations. This document outlines our dedication to maintaining high standards across various domains including quality, health and safety, environmental sustainability, information security and regulatory compliance.

Thomas International UK Ltd has the following policies in place, which apply to all employees and our worldwide operations and subsidiaries.

- Access Control
- Anti-bribery and Corruption
- Anti-money Laundering
- Anti-slavery and Child Labour
- Asset Management and Information Classification
- Bring Your Own Device
- Bullying and Harassment
- Business Continuity Management
- Change Management
- Clear Desk and Clear Screen
- Conduct and Disciplinary
- Cryptographic Controls
- Data Protection and Privacy
- Disposal of IT Assets
- Equal Opportunities
- Employee Handbook
- Encryption
- Environmental
- Ethics
- Exchange of Information
- Flexible and Remote Working
- Fraud Prevention
- GDPR
- Health and Safety
- Incident Management
- Information Management
- Information Security
- Quality
- Logging and Monitoring
- Mobile Device
- Network Security
- Password
- Performance Management
- Physical & Environmental Security
- Protection of Electronic Data
- Recruitment & Screening
- Remote Working
- Risk Management
- Secure Development
- Supplier Management
- Whistleblowing
- Vulnerability Management and Penetration Testing

This integrated policy statement demonstrates our commitment to our customers, employees and the wider community. As part of our continuous improvement, these policies are reviewed and maintained to ensure compliance and relevance for all interested parties.

Signed by:



**Luke McKeever, CEO**  
**Dated: September 2024**