

Integrated Policy Statement

The aim of this document is to provide an overview and reassurance of policies in place at Thomas International, showing the commitment and intention of the company.

I can confirm Thomas International have the following policies in place and apply to directors, officers and all employees of the Company, its worldwide operations and subsidiaries.

- Anti-Bribery & Corruption
- Anti-Money Laundering
- Anti-Slavery & Child Labour
- Bullying & Harassment
- Confidential Management
- Hybrid Working
- Employee Wellbeing
- Environmental
- Equal Opportunity
- Ethics
- GDPR
- Health & Safety
- Quality
- Whistleblowing

As the CEO I am ultimately responsible for the performance of Thomas International and the policies listed. It is important for the continuing development of the company to ensure that these are maintained and continues to remain suitable and effective at all levels within the organisation.

Signed by:



Luke McKeever, CEO

Dated: 1st December 2022