

## Recruitment Agency Policy

Safer Sphere Group Limited, including all of its subsidiary companies and associated businesses (together, the “Group”), engages recruitment agencies strictly by prior arrangement and only under a written agreement executed by an authorised representative of the Group.

The Group does not accept unsolicited curriculum vitae (CVs), candidate profiles, or other candidate details (“Candidate Information”) from recruitment agencies, employment businesses, search firms, head-hunters, or any other third-party suppliers (collectively, “Agencies”), unless expressly requested in writing by the Group’s internal recruitment team.

Any Candidate Information submitted to the Group, or to any of its employees, officers, or representatives, without such prior written request and without a fully executed recruitment services agreement:

- Shall be deemed to have been provided on a non-confidential basis and free of any restrictions;
- Shall become the property of the Group, and the Group shall be entitled to use, retain, or otherwise deal with such Candidate Information without obligation to the Agency;
- Shall be treated as a direct application by the candidate, with no liability arising to the Group for any introduction, referral, placement, or similar fee; and
- Shall not give rise to any express, implied, or quasi-contractual obligations on the part of the Group to the Agency.

No purported terms and conditions issued by an Agency (whether communicated before, at the time of, or after submission of Candidate Information) shall be binding on the Group unless expressly accepted in writing by an authorised representative of the Group.

For the avoidance of doubt, the Group shall not be liable for any fees, costs, or charges in connection with Candidate Information submitted in contravention of this policy, regardless of whether the candidate is subsequently engaged by the Group in any capacity.

Agencies wishing to be considered for future engagement must contact the Group’s recruitment team. Any engagement of an Agency is conditional upon the prior execution of a written agreement signed by both parties, which shall exclusively govern the relationship.

Signed: 

Date: 16/09/2025

Lewis Duff

Managing Director