



Anti-Competitive Policy

Policy Overview:

National Workforce Limited (NWF) is committed to full compliance with UK and EU competition laws, specifically under the Competition Act 1998 (the Act) and Articles 81 and 82 of the EC Treaty. This policy outlines the principles and procedures to ensure that NWF and its employees conduct business in a manner that is competitive, fair, and lawful.

Staff Responsibilities: All employees, contractors, and agents of NWF must: Familiarize themselves with this policy and adhere to its principles. Report any suspected anti-competitive behavior or potential breaches to the Compliance Officer. Avoid discussing or sharing sensitive business information with competitors. Ensure all agreements, including partnerships and joint ventures, comply with competition law.

Training and Monitoring: NWF will provide regular training to all relevant employees on competition law to ensure ongoing compliance. Additionally, NWF will monitor its business practices and review contracts, tenders, and pricing strategies to ensure that no anti-competitive practices are being implemented.

Reporting Violations: Any suspected breaches of this policy must be reported immediately to the Compliance Officer. NWF will investigate all reports of anti-competitive behavior thoroughly and take appropriate action, including disciplinary measures where necessary.

Penalties for Non-Compliance: NWF understands that failure to comply with competition law can result in severe consequences, including:

- Fines of up to 10% of the company's annual turnover.
- Damage to reputation.
- Disqualification of directors.
- Legal actions by third parties.

A handwritten signature in black ink, appearing to read 'M. Aziz'.

Signed:

Position: Managing Director

Date: 01/04/2025