

## EMPLOYEE COMMITMENT

It is a condition of employment with Quay Transport Ltd that all Directors, Management and Employees comply with the policies and procedures.

All policies and procedures that exist in Quay Transport Ltd have been documented, approved and implemented at the highest level. Each of the policies and procedures are key to the successful operation of the business and confirm the commitment of the business to operate safely, securely and with due regard for the environment while providing 'first class' customer service.

The company has also implemented policies that include a commitment to Corporate and Social Responsibility. This policy incorporates the requirements to operate in a fair manner with a due regard for socially acceptable practices.

To this end, it is required that all management and employees comply with the policies and procedures willingly to encourage the highest levels of customer service and a sustainable environment for future generations.

Signed   
Gary Kirkby.  
Managing Director.  
30<sup>th</sup> June 2020

Last Review June 2022