Recruitment Agency Disclaimer:

The Henry Boot Group of Companies (includes Banner Plant, Hallam Land Management, HBD, Henry Boot Construction, Henry Boot Plc, Road Link and Stonebridge) operates with Preferred Suppliers for recruitment agencies which are reviewed periodically. When we choose to work with a preferred supplier, this supplier will be invited to support us in sourcing candidates for specific roles (submitted via a secure online portal). The Henry Boot Group only pay agency fees where an authorised member of the HR team has provided prior instructions to the recruitment agency to work on our behalf with reference to a particular role.

We do not accept unsolicited speculative CVs from recruitment agencies. Receipt of unsolicited CVs does not imply an introduction to The Henry Boot Group; therefore, no ownership of such candidates will be given. In the event that recruitment agencies submit unsolicited speculative CVs, we retain the right to contact, pursue and hire these candidates directly and consider them for current/future vacancies without any financial obligation to the recruitment agency in question. This will also apply to any CVs sent directly to line managers.

Should you wish to be considered as a preferred supplier in the future or feel you have a niche skill set you can help with, then please send some company information to <u>recruitment@henryboot.co.uk</u>. Naturally, we receive a high level of interest from recruitment agencies, and as such, we will only be in contact should we wish to discuss this further.

Submission of any unsolicited speculative CVs to The Henry Boot Group will be deemed evidence of full and unlimited acceptance of this statement.