

## **TUPE (Transfer of Undertakings (Protection of Employment)) Policy**

### **1. Introduction**

Patrolsec recognizes its obligations under TUPE (Transfer of Undertakings (Protection of Employment)) regulations. This policy outlines our commitment to upholding the rights and protections of employees during transfers of undertakings.

### **2. Application of TUPE Regulations**

Patrolsec will adhere to TUPE regulations when we are involved in business transfers or service provision changes. This means that we will ensure that employees' rights and conditions are maintained, and we will consult with employee representatives as required by law.

### **3. Communication and Consultation**

When a TUPE transfer is identified, Patrolsec will communicate this to affected employees and any recognized trade unions or employee representatives. We will ensure that relevant information is provided in a timely and understandable manner.

### **4. Retaining Employment Terms and Conditions**

Patrolsec is committed to preserving the terms and conditions of employment of all affected employees. These conditions include, but are not limited to, pay, working hours, and employee benefits.

### **5. Consultation with Affected Employees**

We will consult with affected employees regarding the transfer and provide opportunities for them to raise questions or concerns. Patrolsec is committed to maintaining an open and transparent dialogue throughout the TUPE process.

### **6. Protection from Unfair Treatment**

Patrolsec will take all necessary steps to protect employees from unfair treatment or discrimination arising from the transfer. Any employee who believes they have been unfairly treated can report their concerns through our established grievance procedure.

### **7. Compliance with Legal Obligations**

We will ensure full compliance with all legal obligations outlined in TUPE regulations. This includes providing employee liability information to the transferee and consulting with employee representatives, as required by law.

Patrolsec is dedicated to ensuring that TUPE regulations are fully understood and adhered to during any relevant business transfer or service provision change. We are committed to preserving the rights and conditions of employment for all affected employees during these transitions.



The Managing Director shall review this policy annually or following significant changes.

*M. Naem*

Patrolsec Ltd.

Review date: 12/10/23