CORPORATE POLICY

Quality Policy

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As a recruitment and outstaffing company, FSC ENGINEERING recognises its obligations both as an employer and as a provider of recruitment services to the wider community.

1. Our commitment to equal opportunities and diversity

FSC ENGINEERING is committed to promoting equal opportunities and diversity as an employer, a provider of recruitment services, a customer and a supplier. We make every effort to prevent discrimination against any of our employees, candidates or clients on the basis of gender, race, age, ethnic or national origin, disability, religion or political belief.

We monitor the gender, age and ethnicity of applicants across all roles and levels that we recruit for. These statistics can be provided to clients on request to help them achieve their own organisational aims.

Equal opportunity is about good and fair employment practice, and it makes sound business sense. Everyone has the right to work and do business in an environment free of discrimination and harassment, and we will not tolerate such behaviour under any circumstances.

2. Age discrimination

FSC ENGINEERING makes sure that all current and new consultants are aware of the rules against age discrimination, through training and monitoring of their work. This includes our registration process, a fully compliant database, and advertising that does not contravene the legislation.

3. Environment

Our contribution to the local community may be modest, but we are aware of our plans for growth and of their impact on our immediate environment. We believe that for a company of our size, it is small contributions to the environment that make a difference in the long term. Examples of our contribution are:

- Printer cartridges are returned to the manufacturer for recycling.
- Paper waste is collected separately for recycling.
- A water purification system reduces the purchase of plastic water bottles, a major landfill issue.
- Functioning IT hardware that is obsolete for our business purposes is donated to local schools.

4. Well-being and health and safety

FSC ENGINEERING is a strong advocate of a healthy work/life balance and accepts its responsibility for helping individuals achieve it. We do this by:

- Discouraging additional hours, whether before or after the core working day or at weekends; this is communicated at the start of each employee's career with us and reinforced throughout the business.

- Ensuring that full holiday entitlement is used each year.
- Introducing incentive schemes centred on time off and leisure trips.
- Encouraging sporting activities and team events.
- Offering flexible working arrangements to employees with family commitments.

We take the health and safety of our employees very seriously. Our health and safety policy is communicated to all new employees through our policies and procedures, and our practices are reviewed annually.

5. Quality management statement

FSC ENGINEERING is a recruitment, outstaffing and consulting company established in 2019. We provide the following services:

- Contingency recruitment consultancy services
- Temporary and interim recruitment services
- Advertised selection recruitment services
- Retained recruitment services
- Outstaffing services
- Salary surveys and market information
- People management services
- Career management services

We strive to provide our clients and candidates with services that meet and exceed their expectations. We are committed to continuous improvement and have established a Quality Management System (QMS) that provides a framework for measuring and improving our performance.

Our QMS contains the following elements:

- Regular gathering and monitoring of client and candidate feedback, including complaints.
- Training of staff through in-house programmes and carefully selected external providers.
- Regular management reviews with all staff, including support staff.
- Clear internal communication through a streamlined management reporting structure.
- An annual internal and external audit programme.
- Awareness of, and training on, relevant changes to employment and immigration legislation that affect our markets.

Our quality policy is published on our website and included in the staff handbook. All employees are required to read the policy and apply it in their work.

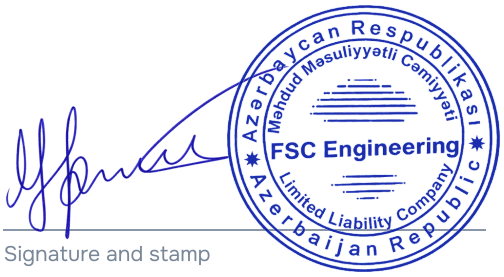
The Chief Executive Officer is ultimately responsible for quality, and every employee is responsible for the quality of the service within their direct responsibility.

This policy is reviewed annually.

APPROVED BY

Chief Executive Officer

Ilyas Afandiyev



Signature and stamp

27.10.2026

Date