

As part of the Company's security procedures, an authorised employee of the Company (or authorised agent acting on its behalf) may question you whilst you are on, entering or leaving the Company's premises in relation to the property of the Company, its employees, or visitors. All searches will be authorised by a director of the Company.

The authorised person may require you to submit to a personal search (which will be conducted with proper regard to gender or any other relevant sensibilities).

The authorised person may also search any property you have with you and/or any vehicle in or on which you may be riding or belonging to you and/or any desk, locker or other storage allocated to you.

Any search may, at your request, be conducted in the presence of a fellow employee of your choice provided he or she is available on the premises at that time and consents to act as a witness.

You are required as a term of your employment to co-operate fully. Failure to do so will be dealt with under the Company's disciplinary procedure and could lead to dismissal without notice.

Status of this policy

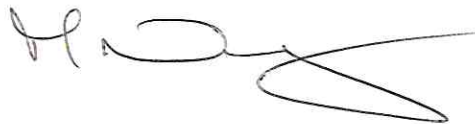
This policy does not give contractual rights to individual employees. The company reserves the right to alter any of its terms at any time although we will notify you in writing of any changes.

Signed on behalf of Wm. Lee Ltd



DATE: 29 Jan 2024

Signed on behalf of Unite the Union



DATE: 22-1-24