



Policy Regarding Provision of Agency Staff to Replace Company Staff Involved in Official Industrial Action.

Company Policy No: 41
Company: Shamrock Group Ltd
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Policy Regarding Provision of Agency Staff to Replace Company Staff Involved in Official Industrial Action.

It is Company Policy not to supply agency staff to any Client to replace company staff involved in Official Industrial Action.

This policy is in accordance with Regulation 7 of "The Conduct of Employment Agencies and Employment Businesses Regulations 2003"

Regulation 7 makes it clear that employment businesses are prohibited from providing agency workers to clients to replace individuals taking part in an official strike or official industrial action, OR to replace individuals who have themselves been transferred by the client to perform duties of the person on strike or taking industrial action.

Signed:

A handwritten signature in black ink, appearing to be 'C Coyle', written in a cursive style.

Date: April 2026

Chris Coyle, Director