

SUB-CONTRACTOR MANAGEMENT POLICY

Corporate Policy Document

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Policy owner	Shaye Grant, Managing Director
Approved by	Shaye Grant, Managing Director
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DOCUMENT CONTROL

Version History

Version	Date	Description of change	Author
1.0	22nd July 2026	First issue	S. Grant

Approval

Name	Position	Signature and date
Shaye Grant	Managing Director	<i>Shaye Grant</i> 22nd July 2026

Distribution

This policy is issued to all directors, employees, workers and sub-contractors of Grants Electrical Solutions Ltd, forms part of induction, and is available to clients and other interested parties on request.

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1 POLICY STATEMENT

- 1.1 Grants Electrical Solutions Ltd engages sub-contractors only where they meet standards equivalent to its own, and manages them so that quality, safety and conduct on site are indistinguishable from the Company's direct workforce.

2 ARRANGEMENTS

- 2.1 Before engagement the Company verifies insurances, qualifications, trade registrations (including Gas Safe where relevant), references and, where applicable, SSIP accreditation. Sub-contractors are engaged in writing on terms that apply the Company's policies, submit RAMS for approval before starting, receive induction on arrival, and are supervised and inspected during the works. Performance is reviewed and firms failing to meet standards are removed from the approved list. Payment terms are honoured promptly in accordance with the engagement terms.

3 REVIEW

- 3.1 This policy is reviewed at least annually by the Managing Director and following any incident or change in legislation or the business, with changes recorded in the version history.

Signed for and on behalf of Grants Electrical Solutions Ltd

Signed: *Shaye Grant*

Shaye Grant, Managing Director Date: 22nd July 2026