



## Recruitment agency disclaimer:

Henry Boot (and all listed companies including Banner Plant, Hallam Land, Henry Boot Construction and HBD) works with preferred suppliers for recruitment agencies which are reviewed periodically. When we choose to work with a preferred supplier, this supplier will be invited to support us in sourcing candidates for specific roles which are submitted via a secure online portal. Henry Boot only pay agency fees where an authorised member of the people team has provided prior instructions to the recruitment agency to work on our behalf with reference to a particular role.

We do not accept unsolicited speculative CVs from recruitment agencies. Receipt of unsolicited CVs does not imply an introduction to Henry Boot; therefore, no ownership of such candidates will be given. If recruitment agencies submit unsolicited speculative CVs, we retain the right to contact, pursue and hire these candidates directly and consider them for current/future vacancies without any financial obligation to the recruitment agency in question. This will also apply to any CVs sent directly to line managers.

Should you wish to be considered as a preferred supplier in the future or feel you have a niche skill set you can help with, then please send some company information to [recruitment@henryboot.co.uk](mailto:recruitment@henryboot.co.uk). Naturally, we receive a high level of interest from recruitment agencies, and as such, we will only be in contact should we wish to discuss this further.

Submission of any unsolicited speculative CVs to Henry Boot will be deemed evidence of full and unlimited acceptance of this statement.