HUMAN RESOURCES POLICY STATEMENT

Lucas is committed to achieving its business objectives through its people. The Company accepts its legal, ethical and corporate social responsibilities and recognises its obligation to conduct its activities in full knowledge of, and compliance with, the requirements of applicable employment legislation and guidelines. The Company achieves this by adopting a policy of best practice in all people management procedures.

The principal objective of our Human Resources policies and procedures is to ensure that:

- All employees are selected, and recruited into the organisation, based upon their attitude, skill, competency, and aptitude.
- Management philosophies and practices promote and encourage motivation and retention of the best employees.
- The employment relationship is based on mutual trust, fairness and equality of opportunity for all.
- The dignity of all employees is respected by their managers and fellow employees.
- No employee is subjected to discrimination or bullying of any kind.
- All employees are trained to carry out their role competently, in compliance with relevant legislation and guidance, and are supported to develop to their full potential.
- Compensation is designed to motivate all employees to work towards the achievement of company goals.
- Communications between management, employee representatives and individuals is mutually accepted as open and honest.
- Employee's rights and benefits and company policy and procedure is clearly laid out in an Employee Handbook which is accessible to all employees.
- The Human Resources Department provides professional advice, guidance and practical support in employment matters to all levels of the business.
- Lucas does not recognise a Trade Union but employees are free to join one if they choose, they will not be discriminated against or treated detrimentally as a result of doing so.

This policy will be reviewed on a regular basis and the Company reserves the right to change any of the provisions set out in this document from time to time, as may be required.

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