

## TUPE Policy

Astrum Commercial Cleaning has a responsibility to protect employee rights during a transfer and is committed to applying the principles of the Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2013. Our policy is to fully comply with these regulations at all times.

The Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2013 protect employee rights in connection with the transfer of an undertaking. The main purpose of the Regulations is to preserve continuity of employment and terms and conditions of those employees transferred to a new employer when a relevant transfer takes place.

Evidence of all TUPE transferred employees' right to work in the UK must be provided to the company as part of the employee liability information and this information must be reviewed by the company.

Signed  
Managing  
Director



2<sup>nd</sup> January 2026