

Communication Policy – General Statement

The purpose of this policy is to outline the requirements for a clear, transparent and ongoing communication with all employees and stakeholders of Stobart Group ('the Company'). Please note this is a policy and is not a contractual obligation.

This Communication Policy Statement summarises Stobart Group's commitment which shall be to:-

- Help all employees to understand Stobart Group's strategy, and their contribution to it;
- Ensure that all communication is easy to understand;
- Support an open and honest reporting culture;
- Promote high quality and effective communication across all levels of the Company;
- Promote regular feedback so that good communication is always achieved via two-way means;
- Demonstrate that everyone within the organisation is accountable for effective communication;
- Ensure that employees and stakeholders understand what information requires formal communication and by whom, and what can be communicated informally;
- Provide an environment where every employee's contribution to the business is valued.

Date: January 2020

Signed:..........**Warwick Brady (Chief Executive Officer)**