

Anti-Bribery & Corruption Statement

1. DEFINITION OF BRIBERY AND CORRUPTION

1.1 For the purposes of preparing this statement, the anti-bribery policy and the compliance programme associated with it, the Business has defined “Bribery” and a “Bribe” to mean: “the offering, promising, giving, accepting or soliciting of an advantage (whether financial or otherwise) as an inducement for an action which is illegal or a breach of trust.”

1.2 The Business has defined “Corrupt”, “Corruption” and “Corrupt Activities” to mean: “the abuse of entrusted power for private gain.”

1.3 To assist in the identification of behaviour or actions which may be considered to constitute a Bribe and circumstances where individuals should be particularly alert to the risk of Bribery or Corruption taking place, a non-exhaustive list of examples of acts of Bribery and indicators that an individual may be liable to engage in Corrupt Activities are set out in the companies Anti Bribery Policy.

2. GENERAL ANTI-CORRUPTION AND BRIBERY OBLIGATIONS

2.1. The Business is committed to conducting its business around the world with the highest degree of integrity and in full compliance with all applicable laws. This commitment includes a zero-tolerance approach towards all forms of Bribery and Corruption. The Business is committed to maintaining in force appropriate checks and procedures to ensure that all persons working for, or dealing with the Business, respect and comply with this Policy.

2.2. The Business, its directors, employees, licensees, officers, consultants, joint venture partners and agents must not engage in any form of Bribery or other Corrupt Activities anywhere in the world nor will the business request that any third party does so on its behalf. This prohibition includes, but is not limited to, the payment or receipt of Bribes by or on the behalf of the business and/or encouraging, asking or arranging for anyone else to make or receive Bribes for the Business.

2.3. The policy has been formally approved by the Board of Directors of the Business, and any breach will be considered by the Business to be a serious offence.

2.4. Any director, employee or officer who is found to have breached this Policy will be liable to disciplinary action in accordance with the Business’s disciplinary policy which may result in dismissal or other serious sanction. Breaches of this Policy by customers, licensees, third party contractors and advisors to the Business may result in immediate termination of all contracts with the Business.

2.5. Equally, no director, employee or officer of the Business will face less favourable treatment nor be discriminated against in any way as a result of the Business losing business due to that director, employee or officer complying with their obligations under the Policy.

On behalf of Guttridge Limited



Steve Wade

General Manager

Date: 26th February 2026