

Anti-bribery and Corruption Policy Statement

This statement and policy sets out the company's standards, procedures and guidance on antibribery and corruption (ABC) and is to be adhered to by all Mace Group employees and others to whom the policy applies.

The Group Board considers compliance with anti-bribery laws to be more than a legal requirement. Working with integrity is one of our core values. To Mace Group* this means upholding high ethical standards, acting responsibly to make a positive contribution to our communities and making sure that our business conduct is always fair, honest and ethical. Anti-bribery and corruption is therefore at the heart of our core values.

Mace Group does not tolerate bribery and corruption. The company will not hesitate to take legal, and/or disciplinary action against those who act in breach of this policy.

This means:

- Mace Group will not conduct business with any third parties whom it has grounds to suspect are involved in bribery or corruption
- Employees who deliberately disregard the procedures and guidelines in this policy will face disciplinary action
- Offering or accepting a bribe constitutes gross misconduct and therefore is grounds for dismissal

Anti-bribery law prohibits:

- Mace Group employees from offering a bribe
- Mace Group employees from accepting a bribe

In addition, Mace Group would have separate liabilities if it is adjudged to have failed to prevent corruption either within the company or by others who are acting on Mace Group's behalf. There are very serious penalties for bribery offences in the UK. These include terms of imprisonment of up to ten years and unlimited fines.

All of the above underline why it is important for all Mace Group employees and others to whom the policy applies, to adhere strictly to it and uphold Mace Group's high ethical standards in business. Mace Group supports this policy with a comprehensive training programme for employees and a range of other measures to ensure compliance with anti-bribery and anti-corruption rules. Mace Group is also committed to ensure that third parties who perform services on its behalf (whether suppliers, agents, joint venture partners or others) do not engage in corrupt activity of any kind. Mace Group will expect these parties to adhere strictly to the principles set out in the policy or have equivalent standards of conduct in their organisations.

Reporting concerns

Mace Group aims to create and maintain a trust-based and inclusive internal culture in which bribery and corruption will not be tolerated. Our Group Board is committed to encouraging a culture where employees can raise any concerns without fear that this will lead to any detrimental consequences. Accordingly, if any employee suspects that others with whom Mace Group does business are behaving in a corrupt manner or if any employee is offered a bribe, asked to give a bribe or is otherwise aware of potentially corrupt activity in the course of their work, they should report this immediately to our legal department or via the other channels set out in the Speak up policy, which includes a whistleblowing hotline provided by an independent third-party organisation covering all locations where Mace Group operates. This is an essential obligation for all employees. A deliberate failure to report bribery by others can lead to disciplinary sanctions and may also be helping to conceal a crime.

All employees must ensure that they read this policy carefully. If you have questions or comments about the policy, or require advice in relation to any matters covered in it, please contact the Legal and Insurance department.

For and on behalf of the Mace Executive Board



Jason Millett

Group Chief Executive
January 2025

*Mace Group being Mace Finance Limited and its subsidiaries.