



Policy Statement on Code and Ethics

AGGORA, including AGGORA Technical and AGGORA Projects will:

- Comply with all laws and regulations that apply to its employees and business activities.
- Comply with accepted accounting rules, controls and disclosures at all times and ensure our auditors are provided accurate information.
- Not tolerate or condone any form of corruption, bribery, kickback, extortion, embezzlement or money laundering and will operate in accordance with the U.K. Bribery Act.
- Not discriminate in its employment practices on the basis of race, national origin, gender, age, sexual orientation, marital status, disability, or religion.
- Only employ workers with a legal right to work in the UK and validate that eligibility on a regular basis.
- Aggora operate a whistleblowing policy to where employees can make a disclosure with the knowledge their identity is kept confidential.
- Comply with all applicable laws and regulations regarding employment, including but not limited to such laws and regulations related to minimum wage, maximum work hours, overtime and benefits.
- Provide a workplace free from discrimination and unlawful harassment.
- Maintain a safe and sanitary workplace that includes appropriate protective equipment, and is in compliance with applicable environmental, health and safety laws, rules and regulations.
- Maintain and operate our business in an environmentally responsible manner, by embracing our responsibility to society by prudently using natural resources and preventing harm to the environment by complying with and exceeding environmental laws and regulations.
- Respect the intellectual property rights of others and comply with applicable laws and regulations related to patents, copyrights, trademarks and trade secrets.
- Safeguard and secure all confidential and proprietary information gained through our business activities and refuse any third party improper access to said information, including our competitors and other customers.
- Provide our customers with technical and other information that is accurate and meaningful.

Signed:

A handwritten signature in blue ink, appearing to be "RE", with a horizontal line underneath.

Dated: 13th January 2026

Ross Emery
Managing Director
AGGORA (a trading division of Bunzl UK Ltd)