

ANTI-BRIBERY AND CORRUPTION POLICY

Top management at Secure Power Solutions is firmly opposed to all forms of bribery and corruption, and is committed to promoting sound, moral, and ethical practices throughout the organisation.

We are committed to ensuring that no bribery, corrupt conduct, facilitation payments, or improper influence occurs within our operations. Secure Power Solutions will undertake all necessary and practicable steps to ensure that these standards are complied with.

We expect our employees, suppliers, contractors, and other relevant interested parties to share our values, to act with integrity in their activities, and comply with all applicable local, national, and international laws.

Responsibilities

Management within Secure Power Solutions are responsible to:

- Ensure bribery and corruption do not occur in any way at Secure Power Solutions.
- Ensure appropriate controls and records are maintained to prevent, detect, and respond to bribery and corruption risks.
- Encourage employees to raise concerns about any issues or suspicions of bribery or corruption.
- Ensure all employees, contractors, and stakeholders are shown respect and dignity in the workplace.
- Train, educate, and communicate with employees, contractors, and stakeholders about anti-bribery and corruption obligations.
- Ensure gifts, hospitality, and benefits are recorded and assessed for appropriateness and compliance.
- Report all suspected cases of bribery or corruption to legal authorities where applicable.
- Implement activities and controls to ensure bribery and corruption are not tolerated or accepted.
- Remain compliant with statutory, regulatory, and other legal requirements.

Employees and other applicable interested parties within Secure Power Solutions are required to:

- Never participate in bribery or corruption in any way at Secure Power Solutions.
- Report all suspected cases of bribery or corruption to management.
- Participate in training and communications related to anti-bribery and corruption, as directed.

Approved
Tony Rutter - Managing Director

A handwritten signature in black ink, appearing to read "Tony Rutter", written over a light grey grid background.

09/04/2026