

# Anti-Bribery & Corruption Statement

## 1. Our Commitment

At Venesky Brown, integrity, transparency and ethical conduct are fundamental to the way we do business. We are committed to maintaining the highest standards of professional behaviour and have a zero-tolerance approach to bribery, corruption and unethical business practices. We recognise that our reputation has been built on trust and that maintaining this trust requires every employee, contractor, supplier and business partner to act honestly, responsibly and in accordance with the law. We are committed to complying with the Bribery Act 2010 and all other relevant legislation wherever we operate.

## 2. Promoting Ethical Business Practices

We believe that long-term success is achieved through fair competition, responsible decision-making and ethical relationships. Bribery and corruption undermine confidence, distort markets and create unacceptable risks for businesses and individuals alike. We therefore prohibit the offering, giving, requesting or accepting of any form of bribe or improper inducement, whether directly or indirectly. Our employees and those acting on our behalf are expected to uphold the highest standards of integrity at all times and to conduct business in a manner that protects the interests of our clients, candidates, suppliers and stakeholders.

## 3. Governance and Accountability

Responsibility for maintaining effective anti-bribery and corruption arrangements rests with our leadership team and is supported by clear policies, procedures and reporting mechanisms. We are committed to creating an environment where ethical conduct is actively promoted and where individuals understand their responsibilities in preventing, identifying and reporting concerns. Compliance with our standards is monitored regularly and forms an important part of our wider governance framework.

## 4. Gifts, Hospitality and Business Relationships

We recognise that appropriate gifts and hospitality can play a legitimate role in building professional relationships. However, such activities must always be reasonable, proportionate, transparent and compliant with our internal controls. We maintain clear procedures governing the giving and receiving of gifts and hospitality and require appropriate records to be kept. Under no circumstances should gifts, hospitality, charitable donations or other benefits be used to influence business decisions, secure an improper advantage or create a conflict of interest.

## 5. Speaking Up and Reporting Concerns

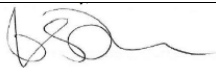
We encourage all employees, contractors and business partners to raise concerns where they suspect unethical behaviour, bribery, corruption or other forms of misconduct. We are committed to fostering a culture where concerns can be reported in good faith without fear of retaliation. All reports are treated seriously, investigated appropriately and handled as confidentially as possible. We believe that early reporting and open communication are essential in maintaining a strong ethical culture and protecting the integrity of our business.

## 6. Training, Awareness and Continuous Improvement

Preventing bribery and corruption requires ongoing awareness and vigilance. We provide training and guidance to ensure employees understand their responsibilities and are equipped to identify and respond to potential risks. Our anti-bribery arrangements are regularly reviewed to ensure they remain effective, proportionate and aligned with legislative requirements, industry expectations and emerging risks. Through continuous improvement, we seek to strengthen our controls and maintain the highest standards of corporate governance.

## 7. Looking Ahead

Venesky Brown is committed to conducting business fairly, honestly and transparently. By embedding ethical principles throughout our organisation and supply chain, maintaining robust controls and encouraging a culture of accountability, we aim to protect our reputation and uphold the confidence placed in us by our clients, candidates, employees and communities. We will continue to review and enhance our approach to ensure integrity remains at the heart of everything we do.

| Document Ref | Author         | Approved by | Signature                                                                            | Last review date          |
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