

## Anti Bribery & Corruption Policy Statement

The Vehicle Group (TVG) hold integrity and ethical practice in a position of paramount importance in all our business interactions. As part of our unwavering commitment to upholding the highest standards of business conduct, we have established a comprehensive Anti-Bribery and Corruption Policy to guide our actions and those of our affiliates globally.

This policy applies universally across our organisation, covering directors, senior managers, employees, and all persons associated with TVG or its subsidiaries, irrespective of their position or geographical location. Our stance is unequivocal: we do not tolerate bribery or corruption in any form.

Under the Bribery Act 2010, offences related to both offering and receiving bribes, as well as corporate liability for failing to prevent bribery, are clearly defined. TVG recognises the severe implications of bribery, including potential criminal liability and substantial fines, reputational damage, and the possibility of exclusion from tendering for public contracts. Consequently, it is imperative for all staff and associates to strictly adhere to this policy.

We are committed to implementing robust measures to prevent individuals associated with our operations from engaging in corrupt practices. Our policy outlines specific responsibilities and procedures for preventing bribery and corruption, ensuring all staff are equipped to handle such issues competently.

All activities must comply with relevant laws, and any interaction with third parties must reflect honesty and fairness, and we maintain accurate financial records and have stringent controls in place to ensure all transactions are transparent and legitimate.

This policy does not prohibit conventional hospitality or the giving and receiving of gifts, provided they are reasonable, proportionate, and transparent. Such exchanges must not be intended to influence business decisions or gain any form of undue advantage.

TVG allows for appropriate and proportionate hospitality and promotional expenditure that seeks to improve the company image, build relationships, or present our products and services. However, all such expenditures must be pre-approved by the Directors and strictly adhere to the guidelines set out in this policy. Unacceptable practices under this policy include:

- Offering, giving, receiving, or soliciting anything of value to influence the actions of another party illicitly.
- Engaging in any form of bribery, including kickbacks or facilitation payments.
- Any other actions that could lead to a perception of bribery.

Transparency, vigilance, and compliance with this policy are mandatory for all involved with TVG. We expect everyone to exercise judgment and care in all business dealings, particularly those involving gifts and hospitality, to ensure our actions always align with our ethical standards.

Our directors and management team are committed to regular reviews of our anti-bribery and corruption measures and will provide the necessary resources to ensure our staff can uphold these principles effectively.

It is the responsibility of all employees to help prevent, detect, and report instances of bribery and any other suspicious activities. We encourage a culture of openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

TVG is dedicated to maintaining these standards across all its operations, ensuring that our reputation for ethical business conduct remains unblemished.

Signature:



Graeme Frankland, TVG Managing Director

Date: 10<sup>th</sup> September 2025

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