



Anti-Bribery and Corruption Policy

PURPOSE

It is the policy of Monoworld Group to conduct business with honesty and integrity, and to prohibit the use of bribery, corruption, or any unethical practices to gain an unfair advantage.

SCOPE

This policy applies to all Monoworld Group Ltd activities.

MEASURES

The Company is committed to complying with the highest legal and ethical standards, which are expected to be reflected in every aspect of its operations. We strive to ensure that integrity underpins all business dealings. Bribery and corruption cause harm to all businesses involved, hinder fair competition, and impede economic growth and development.

This policy is not only a cultural commitment but also a moral obligation and a legal requirement. Bribery is a criminal offence, and acts of corruption expose the Company and its employees to the risk of prosecution, fines, imprisonment, and reputational damage.

Monoworld Group is therefore committed to implementing effective anti-bribery policies and procedures designed to mitigate identified risks and prevent deliberate unethical conduct.

The prevention of bribery and corruption across the organisation is supported by the active involvement of Monoworld Group's top-level management. Senior leadership is responsible for ensuring that the Anti-Bribery & Corruption Policy and associated procedures are effectively communicated to all employees. In addition, employees are required to confirm that they have read, understood, and will comply with the policy by signing a formal declaration.

- All employees are made aware that breaches may be reported to the police, and that bribery and corruption are criminal offences which may carry penalties of up to 10 years' imprisonment.
- The business will ensure that the control measures identified within risk assessments are maintained and regularly reviewed
- Conduct due diligence on existing and prospective associated persons of Monoworld Group.
- Monoworld Group does not provide gifts (with the exception of Monoworld Group calendars issued at Christmas and approved by the Board of Directors), hospitality or promotional expenditure, nor does it make political donations or accept or request facilitation payments.
- All direct and indirect employees, including new recruits, will be provided with terms and conditions of employment covering areas such as remuneration and disciplinary procedures.
- The governance of the Company's business relationships with all associated persons will include both pre-contractual and post-contractual agreements.
- The Company shall implement financial and commercial controls through its accounting function, including external auditing and the approval of expenditure at appropriate levels within Monoworld Group.

- Monoworld Group shall ensure transparency in all relevant transactions and the appropriate disclosure of information.
- The Company shall enforce the Anti-Bribery & Corruption Policy, and any breaches of the policy will result in disciplinary action against those found to be in violation.
- Monoworld Group shall ensure that 'speak up' and whistleblowing procedures are maintained and effectively communicated to all employees.

APPROVAL

Signed by the Compliance Director

Tim Croxford



Date: 08/06/2026

To be reviewed annually or in the event changes to legislation, organisational changes or failures to the system being highlighted.