

Business Ethics and Conduct Statement

Egremont Group is built upon principles of fair and ethical conduct. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity.

The continued success of Egremont Group is dependent upon our clients' trust and we are dedicated to preserving that trust. Employees and Associates owe a duty to Egremont Group, its clients, and investors to act in a way that will merit the continued confidence of the public.

Egremont Group will comply with all applicable laws and regulations and expects its employees, associates and partners to conduct business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct.

If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed openly with your Project Manager or Mentor for advice and consultation.

Compliance with this policy of business ethics and conduct is the responsibility of every Egremont Group employee and associate. Disregarding or failing to comply with this standard of business ethics and conduct may lead to disciplinary action, up to and including possible termination of employment.

Employees with any queries on any company policy should contact Sarah Wilson, Director of Consulting Operations or the office manager Hannah Crossley, for further guidance.

Equal Opportunities and Diversity

Egremont Group values the differences between people and is committed to promoting diversity and equal opportunities in all areas of employment. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Egremont Group will be based on merit, qualifications, and abilities. Egremont Group provides an inclusive environment where everyone feels valued and respected and does not discriminate in employment



opportunities or practices on the basis of race, colour, religion, gender, national origin, age, disability, sexual orientation, marital / civil partnership status, part-time/fixed-term employment status, or any other characteristic protected by law. In this respect, Egremont Group are committed to following the guidelines in accordance with the Race Relations (Amendment) Act 2000; the Disability Discrimination Act 1995; The Employment Equality (Religion or Belief) Regulations 2003; the Employment Equality (Sexual Orientation) Regulations 2003 and the Commission for Racial Equality's Code of Practice for Employment as approved by Parliament in 1983.

Egremont Group will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

Any employees with questions or concerns about any type of discrimination or harassment related to the workplace are encouraged to bring these issues to the attention of their project manager or Mentor. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

A diverse team which reflects the industry sectors Egremont works in will help employees to understand their clients better and thus provide a more tailored service and build trust among both clients and suppliers.

Those employees involved with recruitment, training and promotion are required to follow the guidelines of this policy to avoid discrimination.

Egremont is committed to ensuring that all policies and procedures are regularly monitored and updated.