

ANTI BRIBERY AND CORRUPTION STATEMENT

Premtech Limited is committed to conduct all of our business in an honest and ethical manner with the aim of providing a professional service. This anti bribery and corruption policy applies to all individuals within the company including directors, permanent and temporary employees, contractors, sub-contractors and any other person providing services to or on behalf of Premtech Limited.

Premtech Limited:

- Shall not make or accept payments or donations in return for a business advantage.
- Shall not make charitable donations for the purpose of gaining any commercial advantage or to persuade any official in a position to influence award of contracts.
- Shall make all employees aware of their personal responsibilities.
- Prohibit employees or persons and entities acting on behalf of Premtech Limited to receive, offer, promise, improperly influence payment, authorise payments or contract award, directly or indirectly, in return for anything of value (for example a bribe or kickback).
- Shall document purchase orders, invoices and other documents relating to transactions with clients, suppliers and business contacts in accordance with company policies and procedures, with all accounts recorded and visible to the Premtech Limited directors.
- Shall comply with this policy Premtech Limited in an aim to ensure that Premtech Limited will not knowingly breach relevant anti-bribery and corruption legislation and through adhering to the Policy the Company can demonstrate that it has adequate procedures in place to prevent such activity.
- Shall contact the authorities in a timely manner, in the event of a breach of this policy.
- Directors shall review the bribery policy as part of the annual audit process as defined in the company audit plan.

All personnel, including those permanently employed by Premtech Limited, temporary agency staff and contractors:

- Should not be prohibited from performing their work provided the activities are customary, appropriate and properly recorded. Any works undertaken outside the UK, shall apply the same ethical approach as UK based contracts.
- Must make a distinction between the interests of the Company and their private interests to avoid any conflict of interest. If a conflict should arise this shall be reported to a director.
- Are not prohibited from distributing and receiving low value company promotional gifts (pens, mugs etc.) or appropriate hospitality. Premtech Limited and its employees will not supply gifts or hospitality with intent to persuade or influence.
 - If any doubt arises over whether a gift or otherwise should be accepted, then director approval should be sought.
- Shall submit all expense claims relating to hospitality or expenses incurred in accordance with the Premtech Limited expenses policy and be subject to review and approval by a director.

The relevant laws extend to activities undertaken by others acting on Premtech Limited's behalf. Their actions can subject Premtech Limited to liability and therefore care should be taken to ensure

that contractors, agents and others who are acting on behalf of Premtech Limited do not engage in any illegal or improper conduct.

Any breach of this Policy (including by a Supplier) can be reported (in confidence, if required) by contacting Premtech's QEHS manager.

If a contractor, sub-contractor or supplier to Premtech is found in violation of this policy, Premtech will take prompt action which may include terminating any supply agreement, arrangement or other contract. It shall also take such other (remedial) steps as the QEHS Manager shall determine to be necessary to address the violation and seek to prevent its reoccurrence.

Any Premtech Director or Employee (temporary or permanent) that breaches this policy *will be dealt with severely under the company disciplinary rules up to and including summary dismissal.*

Signed:

A handwritten signature in black ink, appearing to be 'Ed Porter'.

Ed Porter
QEHSMS Manager / Director
Premtech Ltd
Dated: 07th September 2026

Signed:

A handwritten signature in black ink, appearing to be 'Ian Butt'.

Ian Butt
Director
Premtech Ltd
Dated: 07th September 2026

Signed:

A handwritten signature in black ink, appearing to be 'E. Austin'.

Emma Austin
Company Secretary
Premtech Ltd
Dated: 07th September 2026