

# Verian Group Code of Business Principles

At Verian Group (the "Company") we want to be a business our clients, suppliers and the wider public can trust. To this end, we have defined a set of core Business Principles by which we operate. Following these Business Principles is mandatory for all staff and suppliers to the Company.

In addition to these Business Principles, we commit to complying with all relevant regulations and laws as well as our internal policies and procedures. We take failure to comply with any of these requirements seriously. Our Business Principles extend to our supply chain where, as part of our procurement processes, we validate that potential partners and suppliers operate, at a minimum, to the standards we set.

## Staff

Any deviations from these Business Principles are addressed immediately. Internal reviews conducted to ensure lessons are learned and our policies and procedures reviewed to prevent recurrence.

Identifying deviations from any company's ethical standards can be challenging. We have therefore partnered with an Ethics Reporting and Case Management provider which enables our staff to securely and anonymously report any concerns. These concerns can be in any area of our Business Principles as described above, or any other area the individual wishes to raise. All reports are initially reviewed by a small number of senior management. The service itself provides high levels of data security, validated by external certifications, to ensure all data processed is kept confidential.

If you have any questions about our Business Principles, please contact the Chief People Officer.

## Suppliers

You are required to contact the Company immediately if you become aware of any breaches to these Business Principles by your company or supply chain that can harm the Company's reputation. This includes direct or indirect harm (by reason of association) to the Company.

## Our Core Principles

### Our staff

We are committed to supporting inclusion, diversity and equal opportunities for all our staff irrespective of age, ethnicity, gender, sexual orientation or disability. We do not tolerate discrimination of any kind.

### Business Partners

Our partners, consultants and suppliers are committed to the same set of Business Principles as our staff. We strive for high ethical standards and expect the same from everyone we work with.

### Compliance

We comply with all relevant laws and regulations as well as industry codes of conduct and international quality standards where implemented. We abide by economic sanctions laws and regulations.

**Environment**

We are committed to monitoring and reducing our environmental impact globally. We work to ensure we comply with all relevant legislation and other voluntary obligations relating to the environment.

**Bribery & Corruption**

Our staff are trained to recognise and avoid conflicts of interest and act appropriately in relation to the giving and receiving of gifts. We have a zero-tolerance policy in relation to tax evasion and any form of corruption.

**Data**

We process large amounts of data of our staff, clients, suppliers and survey participants. We take steps to ensure all data is handled securely and ethically in accordance with industry codes of conduct and global data protection regulations.