

ANTIBRIBERY POLICY

Evado values its reputation for ethical behaviour, financial probity and reliability.

Its aim, therefore, is it to limit its exposure to bribery by:

- Setting out a clear anti-bribery policy.
- Encouraging its employees to be vigilant and to report any suspicion of bribery, providing them with suitable channels of communication and ensuring sensitive information is treated appropriately.
- Taking firm and vigorous action against any individuals involved in bribery.

Evado's policy specifically prohibits:

- The offering, the giving, the solicitation or the acceptance of any bribe, whether cash or other inducement.

To or from

- any person or company, wherever they are situated and whether they are a public official, a body, or a private person or company.

By

- an individual employee, agent or other person acting on behalf of Evado.

To

- gain any commercial, contractual or regulatory advantage for Evado in a way that is unethical.

Or to

- gain any personal advantage, pecuniary or otherwise, for the individual or anyone connected with the individual.

Policy Clarification:

Evado recognises that market practice varies and what is normal and acceptable in one situation may not be in another.

This policy prohibits any inducement that results in a personal gain or advantage to the recipient or any person or body associated with them.

This policy is not meant to prohibit the following practices provided that they are customary, are proportionate and are properly recorded:

- Normal and appropriate hospitality.
- The use of a recognised fast track process which is publicly available on payment of an appropriate fee; and or
- The offer of resources to assist a person or body, to make a decision more efficiently, provided that such is supplied for that purpose only.

Employees Responsibility

Decisions as to what is acceptable may not always be easy. If anyone is in any doubt as to whether a potential act constitutes bribery, the matter should be referred to the CEO or the company directors. If necessary, additional guidance should also be sought from the Evado Management Executive

The prevention, detection, and reporting of bribery are the responsibilities of all employees, contractors, consultants, senior management, and company directors.

A handwritten signature in black ink, appearing to read 'J. Anderson', with a stylized, flowing script.

Jennie Anderson
Chief Executive Officer
Date: 1 Jun 2023