

ANTI- BRIBERY AND CORRUPTION POLICY STATEMENT

WH Bence (Coachworks) Ltd is committed to applying the highest standards of ethical conduct and integrity in its business activities. Every employee and individual acting on the Company's behalf is responsible for conducting company business honestly and professionally.

The Company considers that bribery and corruption has a detrimental impact on business by undermining good governance and distorting free markets. It benefits from carrying out business in a transparent and ethical way and in doing so we can lead the market through innovation and by delivering excellent services and products to its customers.

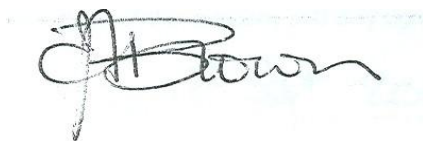
We do not tolerate any form of bribery by, or of, its employees or any persons or companies acting for it or on its behalf. The Board of Directors and Senior Management are committed to implementing and enforcing effective systems to prevent, monitor and eliminate bribery, in accordance with the Bribery Act 2010.

The Chairman expects all employees to comply with ethical behaviour and it is understood that a bribe is a financial advantage or other reward that is offered to, given to, or received by an individual or company (whether directly or indirectly) to induce or influence that individual or company to perform public or corporate functions or duties improperly.

Employees and others acting for or on behalf of WH Bence (Coachworks) Ltd are strictly prohibited from making, soliciting or receiving any bribes or unauthorised payments. As part of its anti-bribery measures, we are committed to engage only in transparent, proportionate, reasonable and bona fide hospitality and promotional expenditure.

A breach of this policy by an employee will be treated as grounds for disciplinary action, which may result in a finding of gross misconduct and immediate dismissal. Employees and other individuals acting for WH Bence (Coachworks) Ltd should note that bribery is a criminal offence that may result in up to 10 years' imprisonment and/or an unlimited fine for the individual and an unlimited fine for our Company. Consequently we will not conduct business with service providers, agents or representatives that do not support these anti-bribery objectives.

The success of WH Bence (Coachworks) Ltd's anti-bribery measures depends on everyone playing their part in helping to detect and eradicate bribery. Therefore, all employees and others acting for, or on behalf of, WH Bence (Coachworks) Ltd are encouraged to report any suspicious activity to the Company Secretary. The Board of Directors will support any individual who make such a report in good faith.



JAMES H BROWN
CHAIRMAN
APRIL 2024