

Southern Cranes and Access Limited takes all malpractice very seriously, whether it is committed by an employee, supplier customer, competitor or contractor.

This policy statement applies to all permanent and temporary employees, agents and contractors, and full details of the company procedures to implement this policy can be found in the Human Resources Manual. It is intended to complement statutory protection and, for the avoidance of doubt, statutory rights will not be affected in any way by this policy.

The following examples demonstrate what we mean by serious malpractice:

- Fraud, corruption, bribery or other malpractice which could lead to a financial loss to the Company
- Criminal offences, e.g. Theft, Drug taking,
- Breaches relating to the accuracy or integrity of the Company's financial statements;
- Failure to comply with legal obligations
- Actions which are intended to conceal any of the above

If you become aware of any such activities or other possible malpractices you are encouraged to follow the procedures set out below. It will not always be clear that a particular action falls within one of these categories and you will need to use your own judgement.

However, if you believe the matter to be serious, Southern Cranes and Access Limited would prefer you to report your concerns rather than keep them to yourself.

A handwritten signature in black ink, appearing to read 'R Sadler'.

Robert Sadler
Assurance and HR Director

Date: 5th May 2026

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