



NUVU Dvelopments Limited has a zero-tolerance approach to bribery and corruption of all kinds. Wearecommitted to ensuring that all employees and all third parties performing services for or on behalf of NUVU ('Associates') abide by the highest ethical standards.

This policy and related procedures set out NUVU's commitment that it and its employees and Associates will adhere strictly to all relevant legislation in relation to bribery and corruption, and follow any procedures designed by the business to prevent bribery.

Employees must not offer, promise or give bribes, and they must not request or receive bribes. PMC will also expect the highest standards of compliance in this area from all of its Associates.

NUVU will take disciplinary action against employees who breach this policy or related procedures. This includes the sanction of summary dismissal in cases where employees offer, give or receive bribes. NUVU will take appropriate action with its Associates who breach this policy or related procedures.

Employees have wider duties to speak up or report malpractice in this area or related procedures: a deliberate failure to report suspicions of corruption or to conceal bribes by others will also be subject to disciplinary action.

NUVU encourages all employees to report any corruption concerns immediately and will support employees that do so. All reporting will be handled sensitively and PMC is committed to ensuring that no employee, who reports a corruption concern in good faith, suffers any detrimental effect for doing so. NUVU also require its Associates to report any malpractice.

Employees and associates can report any concerns confidentially to Jacque Allens, Managing Director for NUVU, at jallen@nuvudevelopments.com or Matthew Cooper, Finance Director for NUVU, at mcooper@nuvudevelopments.com

All employees must read this policy. NUVU will continue to monitor this policy. Should any employee have questions regarding the obligations set out in this policy, they should contact either Jacque Allen or Matthew Cooper.

Approval for this Statement

This statement was approved by the Board of Directors of NUVU Development Limited

For and on behalf of the Board of Directors of NUVU Development Limited:

Jacque Allen

Director

Date: November 2024