

Evolve Energy

Anti-Bribery & Corruption Statement

Our Commitment

At Evolve Energy, integrity underpins the way we do business. We are committed to conducting all of our activities ethically, honestly and transparently, and to complying with the requirements of the UK Bribery Act 2010 and all applicable laws wherever we operate.

We take a zero-tolerance approach to bribery and corruption and expect the same high standards from our employees, contractors, suppliers and business partners.

Our Standards

We are committed to maintaining effective systems and controls to help prevent bribery and corruption across our business. This includes:

- Conducting business fairly, professionally and with integrity.
- Prohibiting all forms of bribery, corruption, facilitation payments and kickbacks.
- Applying appropriate due diligence when engaging suppliers, contractors and other third parties.
- Maintaining appropriate financial controls and accurate business records.
- Providing relevant guidance and training to our employees.
- Reviewing our policies and procedures to ensure they remain effective and aligned with legislative requirements.

We also have clear processes in place to manage gifts and hospitality, ensuring they are appropriate, transparent and never used to secure an improper business advantage.

Speaking Up

We encourage anyone working for, or on behalf of, Evolve Energy to raise concerns about suspected bribery, corruption or unethical behaviour. Reports are treated seriously, investigated appropriately and handled in accordance with our internal policies and procedures.

Working with Our Partners

We expect the organisations we work with to uphold ethical business practices and comply with all applicable anti-bribery and anti-corruption legislation. We seek to build relationships with partners who share our commitment to integrity, transparency and responsible business conduct.

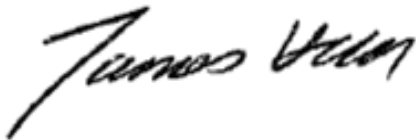
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Governance

Our Anti-Bribery & Corruption arrangements form part of Evolve Energy's wider corporate governance framework and are supported by our internal policies, procedures and employee training. These arrangements are reviewed annually by our Executive Committee to ensure they remain effective and continue to reflect legal requirements and recognised good practice.

This Statement was approved by the Directors of Evolve Energy on 23rd July 2026.



James Hall
Chief Operating Officer