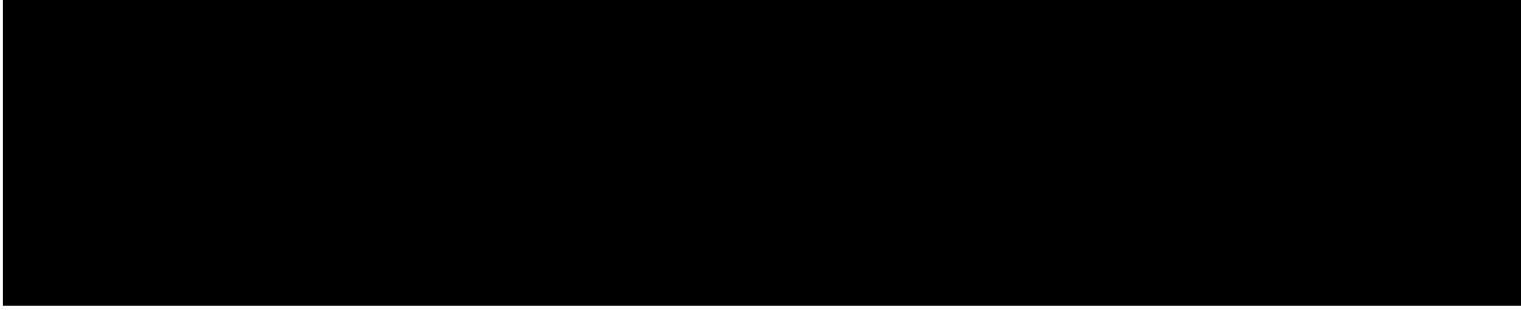


Competition compliance Statement

ISG



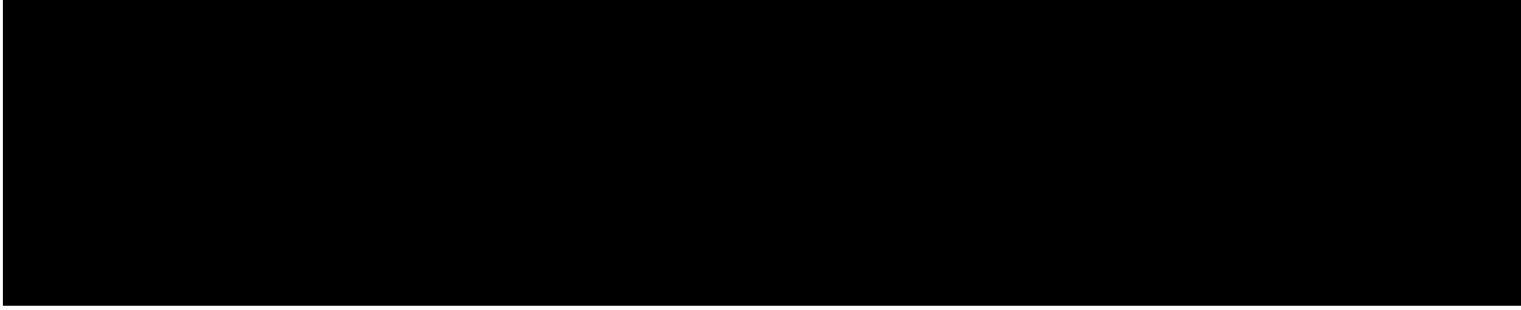


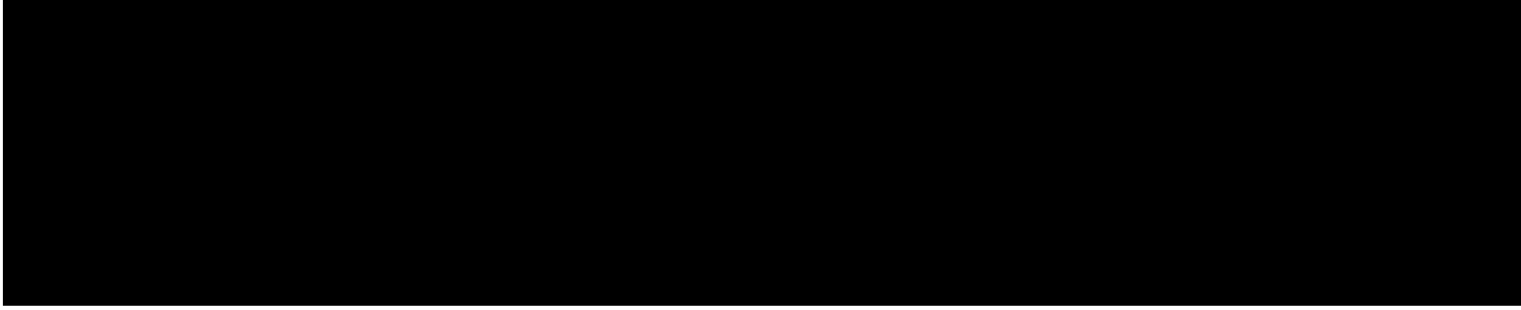
Competition compliance Policy

- 1.7.3 director disqualifications for a period of up to 15 years;
 - 1.7.4 significant reputational damage which undermines the trust and relationships that ISG has built up with its customers and other stakeholders;
 - 1.7.5 additional cost and time to comply with any investigation; and
 - 1.7.6 the inability of ISG to tender for public sector contracts (and potentially some private sector contracts) for a number of years.
- 1.8 Furthermore, i

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5.11.3 Sharing information with a sub-contractor:

- (a) **DO:** share information necessary to carry out the project (i.e. technical specifications etc.).
- (b) **DO NOT:** If the sub-contractor is also a competitor, do not share any of ISG's pricing, strategy or other competitively sensitive information concerning issues/areas where the parties compete.

6. Competition Enforcement Powers in Brief

6.1 The Competition and Markets Authority in the UK (CMA)-, has broad powers to investigate potential misconduct affecting the UK market and can receive information about potential breaches from many different sources. The European Commission will have broadly similar powers and procedures to regulate matters across the EU whilst other national competition authorities govern each Member State. Typically, competition authorities gather intelligence from:

6.1.1 **whistle-blowers** – a company that blows the whistle on unlawful behaviour in which it participated can receive a reduction in fines and in some cases full immunity;

6.1.2

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The ISG logo consists of the letters 'ISG' in a white, sans-serif font, centered within a white square border on a black background.

Golden rules for compliance

Read this Policy and ensure you are familiar with the content.

Ensure that all relevant colleagues and team members are familiar with the Policy.

Ensure that any proposed direct contact or communications with competitors is compliant with the Policy.

Do NOT respond to a competitor's invitation to participate in suspicious conduct.

Report immediately to the Company Secretary any potential anti-competitive conduct by us or by one of our competitors

This policy was approved by the ISG Board of Directors – July 2022