Corporate Criminal Offence Policy

This policy statement relates to all employees at Energys Group Limited (comprising of Energy Conservation Solutions Ltd, Cube Lighting & Design and Cube Solar Installations Limited).

Energys Group is committed to conducting its business in full compliance with all applicable laws. This commitment includes adhering to those requirements of Part 3 of the Criminal Finances Act 2017 ("Criminal Finances Act"), as if the Criminal Finances Act applied across all geographies that the Group operates in. This law is to stop any company or anyone evading Tax.

Energys Group will not engage in or be associated with any form of tax evasion anywhere in the world, nor will it facilitate any such activities. The Managing Director is the Compliance Officer supported by our Auditors.

If any member of staff are aware (or have reason to suspect) that anyone performing services for, or on the behalf of, Energys Group has engaged, or is planning to engage, in the facilitation of tax evasion, those concerns must be reported to the Compliance Officer as soon as possible. Any concern that you report will be treated in confidence and will be investigated.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct. The Group reserves its right to terminate its contractual relationship with other parties if they breach this policy.

Failing to report concerns about anyone acting for or on the behalf of Energys Group, "turning a blind eye" to unacceptable conduct or deliberately ignoring signs which suggest that a third party is or may be engaging in tax evasion, are all considered to be breaches of this policy.



Signed: _____ **Date: 1st November 2026**

Kevin Cox
Managing Director
On behalf of Energys Group

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