

STATEMENT AS TO COMPLIANCE WITH DUTY TO PROMOTE THE SUCCESS OF THE COMPANY

The directors consider, both individually and collectively, that they have acted in the way that would most likely promote success for the benefit of its sole member in the decisions taken during the year ended 31 December 2022.

The directors engage in setting, approving and executing the agreed strategic vision, direction and related policies. Other areas are regularly reviewed during each financial year including business performance, risk and compliance, shareholder engagement, and corporate responsibility matters. This is undertaken by consideration of reports in board meetings.

In reaching this conclusion the directors have considered their engagement with the following stakeholders and issues:

Customers: The Company seeks to build long-term trusted relationships with customers and seeks regular feedback on performance through its NPS engagement.

Employees: Employees are encouraged to participate in strategic and operational decision making where appropriate. There is regular communication in relation to short and long term direction by way of staff meetings, 6 monthly eNPS surveys, Talent Development Cycle and Talent Evolution Discussion process, the OKR process and informal meetings and social activities.

Community and the Environment: The Company aims to make its impact on the environment and local community.

Signed on behalf of the Board of Directors:



Gareth Walsh
Director
Date : 13.04.2023