

APS Group is a marketing services company. Bringing together thinkers, content creators and production exports, APS Group 'makes more possible' – empowering brands to talk to their customers in the most relevant and rewarding way. Our mission statement is: To make more possible for our customers and be famous for combining our production heritage with creative talent, forming a new breed marketing and communications group. We have six key values within APS, these are:

- Be Open
- Be Energetic
- Be Ambitious
- Be Committed
- Be Passionate
- Be Honest

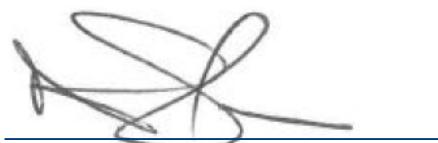
These values are re-enforced using sustainable business practices, social and environmental responsibility, and equal opportunities. Our aim is to ensure that we continue to grow as leaders in our field, whilst be committed to continually improving the quality of our products and services. We are committed to meeting our customer requirements and striving to satisfy or exceed customer expectations. APS Group believes that our most valued asset is our staff. Top management are committed to ensuring all roles and responsibilities are supported and developed. We will help our employees grow and excel, with continual support and training made available.

Under the leadership of our managing director and a dedicated Group Compliance team, a framework has been established which formally sets out and reviews measurable objectives. Top management will provide the necessary resources required for those objectives to be met. Targets and KPI information are monitored and reported as part of the quarterly Compliance Forum; they are also discussed in the annual Management Review. Top management and key stakeholders attend both.

APS Group operates an integrated management system that meets the demands of the ISO 9001:2015 Standard, to which it is certified. The effectiveness of the system is managed through support activities, tools and processes – including a formal internal audit programme, nonconformance management and analysis of data.

This policy is endorsed by top management and reviewed on an annual basis. After review, the policy is communicated company-wide.

Signed and Authorised

A handwritten signature in black ink, appearing to read 'Nick Snelson', is written over a horizontal line.

Nick Snelson

Group Managing Director

Dated: 28th November 2025

Review Frequency

The contents of this policy will be reviewed annually to ensure that the policy still aligns with APS Group objectives, the interests of its stakeholders (interested parties) and that it meets current regulatory, contractual and legal requirements.

The review is signed by the Head of Risk and Compliance and counter-signed by the Chief Commercial Officer when no changes have occurred.

Version Control

Version	Date	Reason for Change	Author	Approved By
7.08	28/11/25	Annual review and wording change/addition (reference to Governance Forum added, job title change, 'annual basis' wording clarified)	Gary Kaill	Christopher Wood

Signed



(Laurence Bosshard, Chief Commercial Officer)

Date 28/11/2025

Signed



(Christopher Wood, Director of Risk and Compliance)

Date 28/11/2025