

Ethics Statement

We are committed to conducting our affairs in an honest, fair, and transparent manner. We take a zero-tolerance approach to bribery and corruption and expect all individuals working with or on behalf of Team to uphold the highest standards of integrity.

Our core values (integrity, creativity, excellence and collaboration) underpin everything we do and guide us in all aspects of life at Team. We are all responsible for upholding these values and ensuring we create a culture that truly inspires, supports and helps to shape the future of medical technology worldwide.

1. Key principles

1.1 Anti-corruption

- No bribery, facilitation payments, kickbacks, or unethical inducements.
- All business dealings must be fair, transparent and lawful.
- Violations may result in disciplinary action, legal consequences, and reputational damage.

1.2 Data protection & confidentiality

- Personal and sensitive data must be handled responsibly and in compliance with applicable laws.
- Client data is treated as confidential
- Mishandling data can lead to fines, exclusion from tenders, and loss of trust and reputation.

1.3 Workplace behaviour standards

- **Respect and Inclusion:** Foster a culture of dignity, fairness, and equal opportunity for all, embracing diversity and promoting inclusive practices.
- **Safe and Professional Environment:** Maintain a commitment to prevent harassment and bullying including sexual harassment and ensure all employees feel safe to report concerns without fear of retaliation.
- **Integrity and Transparency:** Avoid conflicts of interest by acting with honesty, disclosing personal interests, and making decisions based solely on business merit.
- Act swiftly and severely on violations of these standards.

2. Training and awareness

- All employees will receive training which includes modules on data protection, bribery, corruption, whistleblowing, unconscious bias, sexual harassment and acceptable IT usage. More detailed training will be provided for specific roles e.g. anti-bribery for business developers.

3. Reporting and whistleblowing

- If unsure whether an action violates this policy or anti-corruption laws, speak to your manager (if you are employed at Team Consulting) or contact: **HRTeam@team-consulting.com**
- Concerns can be raised confidentially and without fear of retaliation.

Third parties

All suppliers and subcontractors must adhere to Team's Third-Party Handbook, which outlines expectations around ethical employment practices, anti-bribery, anti-corruption, anti-tax evasion, conflict of interest, confidentiality, data protection and whistleblowing.

Governance and accountability

- This policy is endorsed by the CEO and the Board of Directors.
- All employees and subcontractors must read, understand and comply.
- Regular reviews will ensure continued relevance and effectiveness.

This statement was approved by the Team Consulting Board of Directors in December 2025.

Iain Ansell
Chief Executive Officer
Team Consulting Ltd