



# Competition Law Policy

Approved by the Board  
January 2026

# Competition Law Policy

Vp believes that a fully competitive marketplace benefits both the Group and our customers. Accordingly we compete vigorously but fairly, acting in full compliance with all applicable Competition Laws and Regulations.

We are committed to conducting our business with honesty and integrity, and we expect the same of all employees.

## Scope

This policy applies to all directors and employees of Vp, including temporary workers and contractors.

## Objectives of the policy

- To comply with applicable Competition Laws and Regulations.
- Ensure all employees have an understanding of their responsibilities in respect of Competition Law.
- To promote confidence in the Group's approach to Competition Law.

## These objectives will be achieved by:

- Main board oversight.
- Divisional MDs responsibility to promote and ensure compliance with the law and other regulations.
- Training of all senior managers, sales teams and other relevant individuals. This includes regular refresher training and training other new starters.
- Inclusion of Competition Law policy in the employee handbook and the ultimate sanction that failure to comply with Competition Law is likely to be treated as gross misconduct.
- Compliance with legal or regulatory requirements is included as a principal risk for the group and is covered by the Group's risk management process.

This policy is reviewed annually to ensure relevance and its effectiveness.

Signature



Name

Anna Bielby

Position

Chief Executive Officer

Date

January 2026