



Severn Group

Prohibition of Fraud Statement

SEPTEMBER 2025



Integrity

We do the
right things
in the right
way

Severn Group - Prohibition of Fraud Statement

Introduction

Severn Group is committed to conducting its business in an honest and ethical manner in compliance with all applicable laws, statutes, codes and regulations. This is integral to upholding our values and reputation.

Severn Group takes a zero-tolerance approach to, and will not tolerate, any actual or attempted fraud or fraudulent activity by any employee, agent, consultant, contractor, representative or any other person that performs services for or on its behalf ("Severn Personnel").

Severn Group will never accept any potential or actual benefit resulting from or in connection with any actual or attempted fraud or fraudulent activity, nor will it tolerate any Severn Personnel undertaking or attempting any fraud or fraudulent activity with the intention of benefiting any Severn Group Company or its customers.

Fraud

Fraud may include (but is not limited to) the following:

- dishonestly making false representations or statements;
- dishonestly failing to disclose information that you are under a legal duty to disclose;
- dishonestly abusing your position;
- knowingly participating in fraudulent business;
- dishonestly obtaining services (i.e., obtaining services, where you know that payment will not be made, or will not be made in full);
- cheating public revenue (e.g., making false statements or delivering false documents relating to tax, failing to account for tax or failing to disclose income);
- dishonestly engaging in false accounting; and
- dishonestly or intentionally deceiving creditors.

Prohibition of fraud

All Severn Personnel must:

- not engage in, aid, abet, facilitate, procure, or attempt any form of fraud or fraudulent activity, whether under UK law or under the law of any foreign country; and
- immediately report any concerns that fraud has or may have been committed and co-operate in any associated investigation.

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Breaches of this Statement

Any member of Severn Personnel who breaches the prohibitions referred to in this Statement will face disciplinary action, which could result in dismissal for misconduct or gross misconduct, or otherwise have their engagement terminated.

Raising a concern

If you have any concerns or questions regarding this Statement or its application; please contact any one of the people below:

Chief Executive Officer - CEO@severngroup.com

Chief People Officer - CPO@severngroup.com

Chief Financial Officer- CFO@severngroup.com

Legal Counsel – Compliance@severngroup.com

www.safecall.co.uk/report

Country	Phone number	Country	Phone Number
UK	0800 9151571	India	000 800 440 1256
Australia	1800 312928	Qatar	8000 250
UAE	8000 4413376	Saudi Arabia	800 8442067
Kazakhstan	8800 3333 499	Malaysia	1800 220 054
USA	1 866 901 3295		

This Statement is non-contractual, and Severn Group reserves the right to update any of the terms in this Statement at any time.

This Statement should be read in conjunction with the Disciplinary Policy, Speak Up & Whistleblowing Policy and Fraud Prevention Policy.



At Severn Group, our business success flows from expertise – from technical knowledge and experience that position us as a leader in our field. Not everything, however, can be engineered. The Values which underpin that success stem instinctively from the culture we seek to sustain. Everything we do is tested against our Values, and our people are encouraged to apply them every day: they are the stewards of our brand, our reputation, our heritage, our ambitions.



Customer



Integrity



Excellence



Accountability