

Section 172(1) Statement

Section 172 of the Companies Act 2006 requires a director of a company to act in the way they consider, in good faith, would most likely promote the success of the company for the benefit of its members and stakeholders. In doing this, Section 172 requires a director to have regard, amongst other matters, to the:

- likely consequences of any decisions in the long-term.
- interests of the company's employees.
- need to foster the company's business relationships with suppliers, customers, and others.
- impact of the company's operations on the community and environment.
- maintenance of its reputation for high standards of business conduct and
- need to act fairly as between the different stakeholders of the company.

In discharging its s172 duties, Peninsula Business Services Group Limited has regard to the interests and views of its internal and external stakeholders.

Peninsula Business Services Group Limited (the 'Company') is the parent company of a number of trading companies, with the Company and its subsidiaries together forming the Peninsula Group of companies (the 'Group').

Information regarding engagement with stakeholders, including employees, suppliers and customers, is included in the relevant section of the Directors' Report included in the Group's financial statements for the year ended 31 March 2024, which are publicly available from Companies House.

By considering the Group's purpose, vision, and values alongside its strategic priorities, the Group aims to make sure its decisions are consistent and equitable. The Group has established policies and procedures reflecting its commitment to responsible business practices. These policies are communicated clearly and consistently across the staff base. The Group seeks to foster a culture of open communication and transparency, encouraging feedback from all stakeholders.

As is normal for large groups, Peninsula Business Services Group Limited delegates authority for day-to-day management to its executives and engages management in setting, approving, and overseeing the execution of the business strategy and related policies. The Group reviews the financial and operational performance of the business on a monthly basis with formal reporting and review at both board and executive level,

supplemented by daily, weekly, and monthly reporting and assessment of various KPI's across all areas of the operations. Regular board meetings are held throughout the year for core trading entities within the Group, which include a mix of Group and company specific executive directors in attendance with frequent participation from other senior employees. Through these and other means the Group directors review a variety of important matters over the course of the financial year including risk and compliance, corporate governance, environmental legal, pensions, health & safety, diversity and inclusivity, corporate social responsibility and other stakeholder-related matters.

This ensures the Group has an overview of engagement with stakeholders and complies with its s172 duty to promote the success of the Group.

Approved by the board of directors on 25 October 2024 and signed on its behalf:

J J Foster - Director