

Information and Cyber Security Policy

Version 1.2

AdvT Group Policy

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We expect the highest standards of information security, regardless of whether information belongs to the AdvT Group, our people, our clients, or their customers. Every person who works for us has a responsibility to keep information safe. This policy sets out the AdvT Group commitments to information security and what we expect of you.

We are committed to

- Maintaining the confidentiality, integrity, and availability of information.
- Protecting information assets consistently.
- A high standard to prevent compromise by external and internal threats, both deliberate and unintentional.
- Ensuring data is classified according to its type, sensitivity, and value to the AdvT Group and our clients.
- Raising and maintaining security awareness to help avoid the unintentional or malicious disclosure of confidential information, which could cause inconvenience and distress to others, be unlawful, and cause financial and reputational damage to the AdvT Group.

In line with our

Cyber and Information Security Standards.

What you should expect from us

- We will conduct our business in a way that detects, prevents, and disrupts the deliberate or unintended misuse of information.
- We will act in accordance with all relevant and applicable data protection laws that apply in the countries we operate in as well as industry good practice and our client obligations.
- We will provide you with regular information security awareness and guidance.
- We will provide secure devices and a secure IT working environment.
- We will maintain a secure physical workplace environment.
- We require our suppliers, agents, and other third parties we work with to provide services in compliance with this policy and our Security Standards (such as Cloud Security, IT Security, Network Security,..).
- We will undertake relevant checks and vetting of personnel as appropriate and proportionate to the identified risk, contractual obligation, and regulatory requirement.

What we expect from you

- To follow this policy and *Acceptable Use standard* (available on the Group intranet) as well as the requirements of other security standards relevant to your role and the business area you operate in.
- To act with the utmost integrity in your use of any of the AdvT Group assets, including data and IT equipment. This includes only connecting authorised devices to the AdvT Group IT systems.
- To complete all information security training that applies to you.
- To keep company assets safe and return them to us for secure disposal or reuse when required.

- To hold all information securely and appropriately when not used.
- Refer to the *Data Classification and handling Standard* (available on the Group intranet) when handling or securing information.
- To remain vigilant to security threats and always protect the information in your care.
- Report all security incidents and inform your manager if you suspect anything which may compromise security or informational assets.
- Speak Up if you face a situation where you are not sure what to do or have a concern with this policy.

Our *Speak Up Policy* (available on the Group intranet) sets out the channels available to you to do so and no action will be taken against you if you report a genuine concern, whether proven or not.

How we achieve this

- Every function in the AdvT Group must apply our Information Security & Cyber Security policy, standards, procedures, and guidance.
- They set out our baseline requirements and steps which must be followed relating to:
 - Data security and handling/classification of information.
 - Identifying and dealing with information security incidents and threats.
 - Physical security of information and systems.
 - IT system, cloud computing, and network requirements.
 - Supply chain Security management.
- Our management teams are supported by our Group and Divisional Information Security Officers who provide counsel and challenge on information security matters.
- We take policy non-compliance very seriously. Information security is reported and managed through our governance mechanisms which ultimately include reporting to our Group Risk Committees.