

# SpeakUp Policy

## SpeakUp!



If you suspect something is wrong, do not keep **the burden** to yourself. Share it with us, so we can take the burden from you. **Help us and let us help you** And remember: you can signal us **anonymously!**



## Whistleblower?

Yeah that sounds scary, but don't worry. **You're not becoming that.** You are merely giving us a signal so that we can act out. Any step in the process which asks for your participation will go via you first.

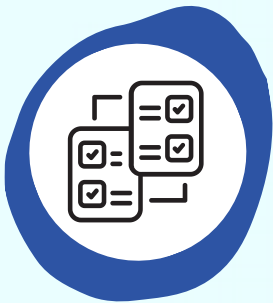
## Breaches of the code of conduct!

- Fraud
- Bullying
- Human Rights issues
- #metoo matters
- Health and safety
- Corruption
- Abuse of power



## Why should I?

We are a company that wants to do right! **If something is damaging our culture...** We want to know as early as possible so we can **take action!**



## What are the results???

We are not always allowed to share details of outcome, but in our annual reports, under 'culture and ethics' you can see statistics of what we did with your signals.

**Speaking Up Really Pays Off!!**

## How can I Speak Up?



Use the land line



Use the web version



Use the app

