

Group ‘Speak–Up’ Policy: Public Interest Disclosure

Our policy

We are committed to dealing responsibly, openly and professionally with any genuine concerns. We encourage our employees to raise the matter with their line managers or a human resources manager in the first instance. However, we provide a confidential and independent ‘Speak Up’ helpline for employees who wish to raise concerns and maintain anonymity.

The helpline is run by an external organisation called [Expolink](#) (except in North America where the service is provided by [Shepell.fgi](#)). More information on our Speak Up helpline is available in our [business principles booklet](#), A guide to sound business practice.