

## Whistleblowing

The Group is committed to ensuring the highest standards of honesty and accountability and fosters a culture of openness encouraging the reporting of incidents and accidents. We also have well-established whistleblowing procedures where employees can, in confidence, raise legitimate concerns about wrongdoing within their workplace, without fear of criticism, discrimination or reprisal. Any concerns raised will be investigated carefully and thoroughly to assess what action, if any, should be taken.