

Do you need to report unethical activity or raise a compliance concern?

As a Tendeka employee or contractor you should immediately report any suspected ethical or compliance violations to your line manager or any other senior Tendeka person with whom you feel comfortable to speak to, e.g HR, Legal, a Compliance Officer or the Global Helpline.

All reported concerns are taken seriously - none are ignored.

Tendeka does not tolerate any retaliation and will respond strongly against it. All reported concerns are treated in confidence and your confidentiality will be respected at all times.

To report on any matters, please call, email or file a report online:

- UK callers **0800-988-6818** Non-UK callers **+44 1224 418335**
- **www.seehearspeakup.co.uk/en/file-a-report**
- **report@seehearspeakup.co.uk**

(Communications to the Helpline are confidential)

