

# Group Speak Out Policy

## **Objective**

The Group is committed to fostering a culture of openness, honesty and accountability and requires the highest possible standards of professional and ethical conduct of itself and from all employees. Consequently, it is fundamental that any genuine concerns of suspected misconduct within the business are aired.

This policy sets out the framework and controls for Business Units (BUs) and Local Business Units (LBUs) relating to Whistleblowing.

## **Principles**

Speak Out is the Confidential Reporting (Whistleblowing) system applicable across the Group and is a confidential, external channel through which concerns can be raised about unethical or illegal activity. The Speak Out reporting programme is accessible to all employees, contractors, vendors, agents, clients in a language of their choice, through a range of channels. The programme is run by a third-party supplier that specializes in ethics & compliance programs. This ensures maximum confidentiality and independence, as reports are stored on a database outside the Prudential Group environment.