

Speak Up Policy

Tyman is committed to conducting our business with honesty and integrity, and we expect all our employees and business partners to maintain the highest standards of ethics. However, all organisations face the risk of things going wrong from time-to-time, or of unwittingly becoming associated with illegal or unethical conduct. A culture of openness and accountability is essential to prevent such situations from occurring and to address them expeditiously when they do occur.

Tyman strives to create a culture where our employees and business partners feel empowered to speak up openly whenever they know of (or believe that they may be aware of) any action that might: be a criminal offence or a breach of a legal obligation; lead to a miscarriage of justice; compromise the health and safety of any individual; cause damage to the environment; or conceal information (whether deliberately or unwittingly) about any of the above.

In a culture which is truly open, employees should feel that they can raise any such concerns with line managers, leaders or specialists who are located locally to the concern. However, if there is a strong reason for believing that a matter cannot be appropriately addressed locally, or where a local response was insufficient, the Group's Speak Up hotline is available to all our employees and business partners.

The Group is committed to ensuring that anyone raising a concern in good faith does not suffer any retaliation, victimisation or other detriment. Tyman fully endorses and will comply with any local legislation that reinforces that position.

The Group Chief Executive has overall accountability for our Speak Up Policy across Tyman's global operations. Each division President is responsible for implementing the policy in their business, including providing effective leadership, allocating requisite resources and ensuring the requirements of this policy are met.

The success of this policy is a collective responsibility and leaders at all levels are expected to engage their teams to set the appropriate tone from the top, identify any key areas of risk, address opportunities for improvement and recognise good practices. Every Tyman employee is responsible for following The Tyman Code and for identifying, addressing or reporting any potential or actual non-compliance, whether witnessed or experienced.

All Tyman businesses commit to:

- Ensuring that all employees are trained in The Tyman Code and relevant supporting policies including our Speak Up Policy
- Prominently displaying information about our Speak Up facilities and providing guidance to employees on the raising of concerns through training and other means
- Ensuring that all our business partners respect our values, know the standards of behaviour we expect and are made aware of our Speak Up Policy and hotline
- Respecting the confidentiality of any reporter and subject of any whistleblowing report
- Taking all reports seriously and, following an independent initial assessment to determine the scope of any investigation, promptly investigating the report and (as appropriate) providing updates to the reporter on the progress of the investigation
- Ensuring that anyone who raises a concern in good faith does not suffer any retaliation, victimisation or detriment
- Soliciting our employees' views on a regular basis and using this input to adjust our action plans as required