

One-Page SpeakUp Policy

Fraud
Bullying
Corruption
Health & safety
Abuse of power
Sexual harassment
Human Rights issues
Unethical behaviour
Code of Conduct
breaches

IT'S
THE
RIGHT
THING
TO DO

 people
intouch

An invitation to SpeakUp by the
SpeakUp Office, responsible for
the Ethics SpeakUp Programme
at HQ, Amsterdam.

If you suspect
something is wrong,
help us help you
SpeakUp



Why?

We want to know as
early as possible so

we can take action

By speaking up, you
are helping us foster
an open, transparent and
ethical workplace
culture.

**SPEAKING UP
REALLY PAYS OFF**
In our annual report
and under 'culture and
ethics' you can see the
results of what we did
with your signals.

24/7



WHISTLEBLOWER?
Although that sounds
scary, don't worry.
You are merely
giving us a signal
so that we can act.

How?

- Speak to your manager or
any other person you trust.
- Visit the SpeakUp Office
- Use the SpeakUp System
and start a dialogue

anonymously



Read about how
we can protect
you and about
non-retaliation in
our full policy >>>



peopleintouch.com

IN YOUR
OWN
LANGUAGE

REACH
OUT
TO US
VIA
WEB
PHONE
OR APP



Also for
any questions
or information
about the
process.