

# Right to Speak

**800 4411 140** or <https://wrs.expolink.co.uk/wpp>

Everyone working within WPP and its companies should feel comfortable raising concerns – for example if you believe there has been a breach of WPP policies or the WPP Codes of Conduct.

You are encouraged in the first instance to discuss any concerns you have with the person you report to or other managers. However, we understand that sometimes this is not possible and we want to ensure you always have a way to speak up.

WPP provides a free, confidential helpline – Right to Speak – for employees, freelancers, consultants, suppliers and any third parties to report concerns about business practices or behaviour at WPP or its operating companies. It is an independently operated service that protects the anonymity of anyone who does not wish to be identified.

## **What kind of concerns can I raise using Right to Speak?**

Right to Speak can be used to report any concerns you have that you do not feel you can raise directly with managers – whether they are about inappropriate business arrangements, data privacy, security, suspected corrupt practices, alleged bribery, fraud or health and safety. It can also be used if you want to report concerns that people are being treated in an unacceptable way – for instance through discrimination, bullying or harassment.

## **How do I report concerns via the Right to Speak line?**

Use of the Right to Speak line is voluntary and completely confidential. The service is available 24 hours a day on:

**800 4411 140** or <https://wrs.expolink.co.uk/wpp>

The Right to Speak line is managed by Expolink, a third party unrelated to WPP. Expolink operates Right to Speak for WPP globally and in many languages.

Please note:

1. You do not need to give your name when you call Right to Speak (unless you want to);
2. Your call will not be recorded;
3. Expolink will pass your complaint to a senior member of WPP's Legal team;
4. No information relating to your call will be retained by Expolink after it has been received by WPP.

If you would prefer not to speak to someone using the Right to Speak line you can submit your concern online via this link:

<https://wrs.expolink.co.uk/wpp>

Every concern raised, whether via the helpline or online, will be treated confidentially, and will be promptly and thoroughly reviewed and where appropriate investigated.

### **Other information**

WPP does not tolerate any retaliatory behaviour against individuals reporting concerns. We are committed to providing a safe and confidential way for people with genuine concerns to raise them, and to do so without fear of reprisals.

If you raise a concern, please be aware that, for legal reasons, we cannot provide you with a report of how any subsequent investigation is concluded.

WPP's Codes of Conduct can be found here:

<http://www.wpp.com/wpp/about/howwebehave/governance/>