



## **Whistleblowing Number: 01372 472198**

Dairy Crest is committed to the highest standards of openness, honesty and accountability.

An important aspect of accountability and transparency is a mechanism to enable all Dairy Crest colleagues (including employees, officers, consultants, contractors, casual workers and agency workers) to voice concerns in a responsible and effective manner.

Dairy Crest expects all colleagues to maintain high standards. All colleagues hold a duty of confidentiality relating to the Dairy Crest Group's commercial and business affairs and its trade secrets. Nevertheless, where a colleague discovers information which they believe shows serious malpractice or wrongdoing within the Dairy Crest Group then this information should be disclosed internally without fear of reprisal.

The Dairy Crest Whistleblowing Policy gives protection to colleagues against being dismissed or penalised as a result of disclosing certain serious concerns. We will not tolerate the harassment or victimisation of anyone raising a genuine concern. However, we recognise that colleagues may nonetheless want to raise a concern in confidence under the Whistleblowing Policy and if requested, the identity of the whistleblower will be protected. The Whistleblowing Policy is available for colleagues on the intranet.

Although the Whistleblowing Policy is specifically designed to protect Dairy Crest colleagues, the Dairy Crest whistleblowing number (01372 472198) is also available for third parties, including suppliers and customers, to report any genuine concerns about any suspected wrong doing or danger.

November 2018