

SYZYGY GROUP

At SYZYGY GROUP, we're committed to making sure that everyone knows how to and is comfortable to raise any concerns.

That's why we provide a free, confidential helpline – **Right to Speak** – for employees, freelancers, consultants, suppliers and other third parties to report concerns about business practices or behaviour at SYZYGY GROUP or our operating companies.

It is an independently operated service that protects the anonymity of anyone who does not wish to be identified.

How do I report concerns via Right to Speak?

Use of the Right to Speak line is voluntary and completely confidential. The service is available 24 hours a day on: **8336261522** or wpp.ethicspoint.com or wppmobile.ethicspoint.com.

For easy mobile access, you can scan the QR code below:



The Right to Speak line is managed by NAVEX Global EthicsPoint, a third party unrelated to SYZYGY GROUP, which operates the helpline for SYZYGY GROUP and the WPP network globally and in many languages.

If you would prefer to submit your concerns online, then you can do so via this link:
wpp.ethicspoint.com

The SYZYGY GROUP 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.

Please note:

- If you choose to log your concern via phone, then please be aware that the call itself will not be recorded
- While logging your report you will be given the option to remain anonymous if you prefer.

What happens after I've logged a concern or issue?

- Once a report has been logged, it will be encrypted by NAVEX Global and shared securely with WPP's Group Chief Counsel and General Counsel Corporate Risk for review and investigation through WPP's Business Integrity function.
- You can update your report with new information at any time by accessing the NAVEX Global EthicsPoint platform via your preferred method. You can also check status of your report through the NAVEX Global EthicsPoint platform.

SYZYGY GROUP

The WPP Code of Conduct outlines the values and ethical standards that apply to all WPP companies, including the SYZYGY GROUP, and are to be implemented by them.

WPP's Codes of Conduct can be found here:

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