

Ensuring compliance

Our statement of business principles sets out the general principles that govern our business conduct.

While we have businesses around the world which operate in line with local cultural and legal standards, this document sets out the minimum standards which should apply everywhere that we do business and all our businesses must meet.

Group human resources, together with local business units, will be responsible for making sure that:

- our business principles are provided to all managers, and other staff as appropriate, in the business and communicated in line with the group's employee communications plan.
- induction processes make sure new employees and newly-acquired businesses are made aware of, and keep to, these principles.
- any local codes or similar statements are in line with these principles.
- at reasonable intervals, managers confirm that they and those under their direction comply with the business principles.
- in the event of any breaches, appropriate action is taken, such as reporting the incident to a local or group representative.
- from time to time an independent review is undertaken to audit compliance.

Comprehensiveness

No statement of business principles can deal with all situations. It is therefore everyone's responsibility to apply the principles set out in this document and thereby exercise good business judgement.

If you have any particular questions after reading this you should speak to your manager.

