

CANADA

SPEAK UP

**against unethical
and illegal
behaviour, it's
not fair on anyone.**

**If you witness or learn
about potentially
dishonest, fraudulent,
improper, corrupt or
unlawful behaviour you
can speak up anonymously
and confidentially.**



Call

+27 12 567 8441

SPEAK UP

Any employee or contractor of Perenti or any of its subsidiaries who has a concern about potential or actual wrongdoing and improper conduct including dishonest, fraudulent, corrupt or unlawful behaviour can speak up anonymously and confidentially.

There are a number of ways to report misconduct and protection is provided to eligible whistleblowers.

Anyone reporting potentially unethical or illegal behaviour must have reasonable grounds to suspect the information they are reporting concerns misconduct and the information relates to Perenti or any of its subsidiaries or their operations. The Speak Up process is not for employee grievances which should be addressed directly with an HR representative.

Employees who have any concerns about any suspected or actual misconduct are encouraged to raise these concerns with their leader in the first instance. Employees can do so on a confidential basis. Their identity will not be disclosed without their consent or as may be required by law.

Where any employee makes a disclosure that is protected by law, they will not be victimised, harmed, or otherwise face reprisals or retaliation for having disclosed any misconduct.

Employees can also report their concerns to –
Your Leader; any member of Senior Management;
Legal Team; Group Executive; a Director of Perenti or Perenti's Auditors - PricewaterhouseCoopers.

CONTACT OPTIONS AVAILABLE

PERENTI'S ANONYMOUS SPEAK UP FAIRCALL SERVICE

+27 12 567 8441

PERENTI'S SPEAK-UP PROTECTION OFFICER

speakup@perentigroup.com

Via the Reporting Facility:

ONLINE OR EMAIL

www.thornhill.co.za/kpmgfaircallreport

hotline@kpmg.co.za

By Post:

PO Box 14671

Sinoville

Pretoria

South Africa

For more information about Perenti's Speak Up service visit perentigroup.com/speak-up or refer to Perenti's Speak Up Policy or the Speak Up Standard for your country.