

GHANA

# 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 12 543 5421

## 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 confidentiality.**

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 12 543 5421

#### PERENTI'S SPEAK-UP PROTECTION OFFICER

speakup@perentigroup.com

#### **Via the Reporting Facility:**

##### ONLINE

[www.thornhill.co.za/kpmgfaircallreport](http://www.thornhill.co.za/kpmgfaircallreport)

[hotline@kpmg.co.za](mailto: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](http://perentigroup.com/speak-up) or refer to Perenti's Speak Up Policy or the Speak Up Standard for your country.