

SpeakUp

If you believe that something is happening which is wrong, you should speak up.

We are all expected to promptly report any potential or actual breaches of our Code, policies or standards. Other issues that should also be reported include knowledge or reasonable suspicion of violations of legal, accounting or regulatory requirements, or any questionable conduct.

WHAT IS OUR SPEAKUP SERVICE?

SpeakUp www.diageospeakup.com is a confidential service you can use to raise areas of concern about our business conduct, compliance and ethics matters or to report a possible breach of our Code, policies or standards.

SpeakUp is managed by an external company, independent of Diageo, with staff who are trained to deal with your report. Should you need them, translators are available to deal with your call.

When you contact SpeakUp, you can, if legally permitted in your country, choose to remain anonymous. If this is done, no attempt will be made to find out who you are. At the end of making an anonymous report, you will be provided with a method of tracking the action being taken in response.

However, giving your name is likely to help any investigation into the issue you have raised, because it enables us to contact you directly if we have any questions or require further information before we can begin an investigation. Please also see [Detailed Speakup Procedure](#).

ZERO TOLERANCE OF RETALIATION

Raising a concern or speaking up can take courage, and sometime what holds us back is a fear of the reaction from our colleagues and managers. However, please be assured that Diageo will not tolerate any reprisal against anyone reporting a problem or assisting in an investigation. Anyone found to be involved in retaliation against an individual who has raised a concern will be subject to disciplinary

action. If you believe you have witnessed or are the subject to retaliation, you should report this via any of the routes listed above. For further advice please see the [Preventing retaliation page here](#).

Country-specific SpeakUp telephone numbers and internet contact details can be found by visiting: www.diageospeakup.com For further information on how we investigate and manage potential breaches, please see the [Breach Management Global Standard](#).