

PCS Group

Whistleblowing (Speaking Up) Statement

We take malpractice and misconduct seriously, whether it's committed by a colleague, supplier, customer or other third party. That's why we encourage our colleagues and third parties to report any serious concerns so that we can deal with them fairly and adequately.

You must speak if you believe that one or more of the following has happened or could happen.

- Any criminal activity
- Bribery
- Corruption
- Financial fraud or mismanagement
- Failure to comply with any legal or professional obligation or regulatory requirements
- Danger to health and safety
- Damage to the environment
- Conduct which is likely to damage our reputation
- Actions which are intended to hide any of the above

We treat all matters raised confidentially. This means that all information on the reported matter, including the identity of individuals involved, will only be shared where necessary with relevant individuals who are involved in investigating the matter. Anyone raising any concern in good faith, regardless of whether that concern is found to be true, will not suffer adverse consequences.

Reporting

We have set up a formal independent whistleblowing service to enable colleagues and others to report any serious concerns. Safecall allows you to make whistleblowing reports by **phone** (or by visiting PCS's dedicated Safecall website (www.safecall.co.uk/clients/ocs)). You can also contact **compliance@ocs.com**.