

OUR CORE VALUES



FEEL SAFE TO **TALK ABOUT IT**

SCAN THE CODE
for more information



www.hesinternational.eu

**IF IT DOESN'T
FEEL RIGHT,
ACT RIGHT!**

HES | bulk for life

WHAT CAN YOU DO?



Do you have concerns about anything improper going on in the workplace?
There are various ways in which you can report these concerns. Choose from the options given alongside.

Feel free to speak out when you have concerns about any improper behaviour. Only together can we create a working environment in which everyone feels safe and is respected.

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SCAN THIS CODE
to report anonymously
by means of our
whistle blower policy.



OPTION 1 INTERNAL ROUTE

Speak to someone in your team.

DO YOU NOT FEEL COMFORTABLE DOING SO?

There are other options:

OPTION 2 INTERNAL ROUTE

Discuss the issue with your supervisor or someone from your HR department. You can also contact a Management Team member or your local Compliance Officer.

DO YOU NOT FEEL COMFORTABLE REPORTING THE MATTER INTERNALLY?

There are also external and anonymous options:

OPTION 3 EXTERNAL ROUTE

There is a whistleblower policy where you can report your concerns. You can choose to do this anonymously. Your report will be sent directly to the Chief Compliance Officer.

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