



Speak Up: Crest Nicholson's whistleblowing arrangements

Crest Nicholson is committed to providing an open, honest, transparent and safe working environment where our employees, sub-contractors, consultants, suppliers and other agents can report any concerns or malpractice. Crest Nicholson welcomes information being brought to its attention. Anyone who raises issues of concern will be treated with respect and will be assured that the matter will be properly investigated, and the necessary steps taken.

There may be situations where you could feel vulnerable or embarrassed to disclose certain information. Under Crest Nicholson's whistleblowing arrangements, you are able to report wrongdoings anonymously.

Reporting your concerns

If you believe that a wrongdoing is, has, or could have taken place (for example, a crime, breach of law, a danger to the health and safety of any individual, or damage to the environment) then this should be reported to your immediate manager, or if that's not appropriate, with a more senior manager within Crest Nicholson. However, under some circumstances you may feel unable to disclose directly to management. If this is the case then you can report your concerns to Navex Global - an independent, confidential whistleblowing hotline.

Navex Global is an anonymous, free to call confidential service to report your concerns. Navex Global is a completely independent organisation with impartial staff and do not only cover whistleblowing disclosures but can also be contacted if you feel you are a victim to discrimination, bullying or harassment, but do not wish to be identified.

How will my disclosure to Navex Global be acted on?

Your phone call will not be traced or recorded, and you will not be required to provide your name. The information you give Navex Global will be passed on to a Crest Nicholson senior executive, who will act on it without compromising you in any way. Navex Global will also give you a unique code number to make it easy for you to phone back with more information if you wish. There is no charge for using Navex Global and the hotline is open 24/7. Navex Global also provides a safe and secure website for reporting which is multi-lingual and easy to use. Any disclosure will remain anonymous should you wish.

Navex Global can be contacted on **0800 068 9449** or online via a dedicated website at www.crestnicholson.ethicspoint.com