

Whistleblowing

We all have a responsibility to maintain the highest ethical standards throughout all our business activities.

Throughout ENGIE Group, we are all personally responsible for our own behaviour and the consequences of our choices. These principles form the basis of our ethical ambition - an ambition that can only succeed if every one of us lives up to the trust placed in us and makes ethics a priority every day.

If you believe that you have witnessed or been a victim of unethical behaviour, we encourage you to report those issues to us.

We know that it is not always easy to discuss ethical concerns, especially where those concerns relate to people we work with. However, reporting those concerns and exposing unethical conduct is the only way of ending unacceptable practices, and ensuring that we strengthen our ethical culture.

If you feel that you are unable to discuss ethical concerns with colleagues or managers, we have provided staff with several options for raising ethical alerts.

Firstly, you can email either the UK or Group ethics and compliance teams using the email addresses shown below:

UK: ethics-compliance.uk@engie.com

Group: ethics@engie.com

Alternatively, you can call **0333 700 7020**. Callers have the option of remaining anonymous, and you can be assured that whichever method you use to raise your ethical alert, the information that you provide will be treated in the strictest confidence.