

# SpeakUp

With **SpeakUp**, you have the ability to report potential violations of laws or corporate policies and values 24 hours a day, 7 days a week. The **SpeakUp** platform is operated for HeidelbergCement by a service provider that guarantees complete anonymity on request. You can submit reports either online via the internet or by telephone. All messages are kept strictly confidential.

**If something is not right within the company, let us know! You can do so using one of the following three options:**

**1** Talk to your supervisor, or their supervisor.

If that's not something you feel comfortable with...

**2** Contact the Compliance Department.

If you don't want to do that, or if you want to remain completely anonymous...

**3** Use SpeakUp

**Internet:** [www.speakupfeedback.eu/web/heidelbergcement/de](http://www.speakupfeedback.eu/web/heidelbergcement/de)

**Toll-free phone number:** 0800-1801733

**Access code:** 18075

**Toll-free phone number (Local):** 0800750053

Please note that **SpeakUp** is not suitable for emergencies that require immediate response, such as reporting a burglary on company premises or a colleague injured by an attacker.

In these cases, call the usual emergency numbers. For more information on **SpeakUp**, please contact the Compliance Department.



**HEIDELBERGCEMENT**