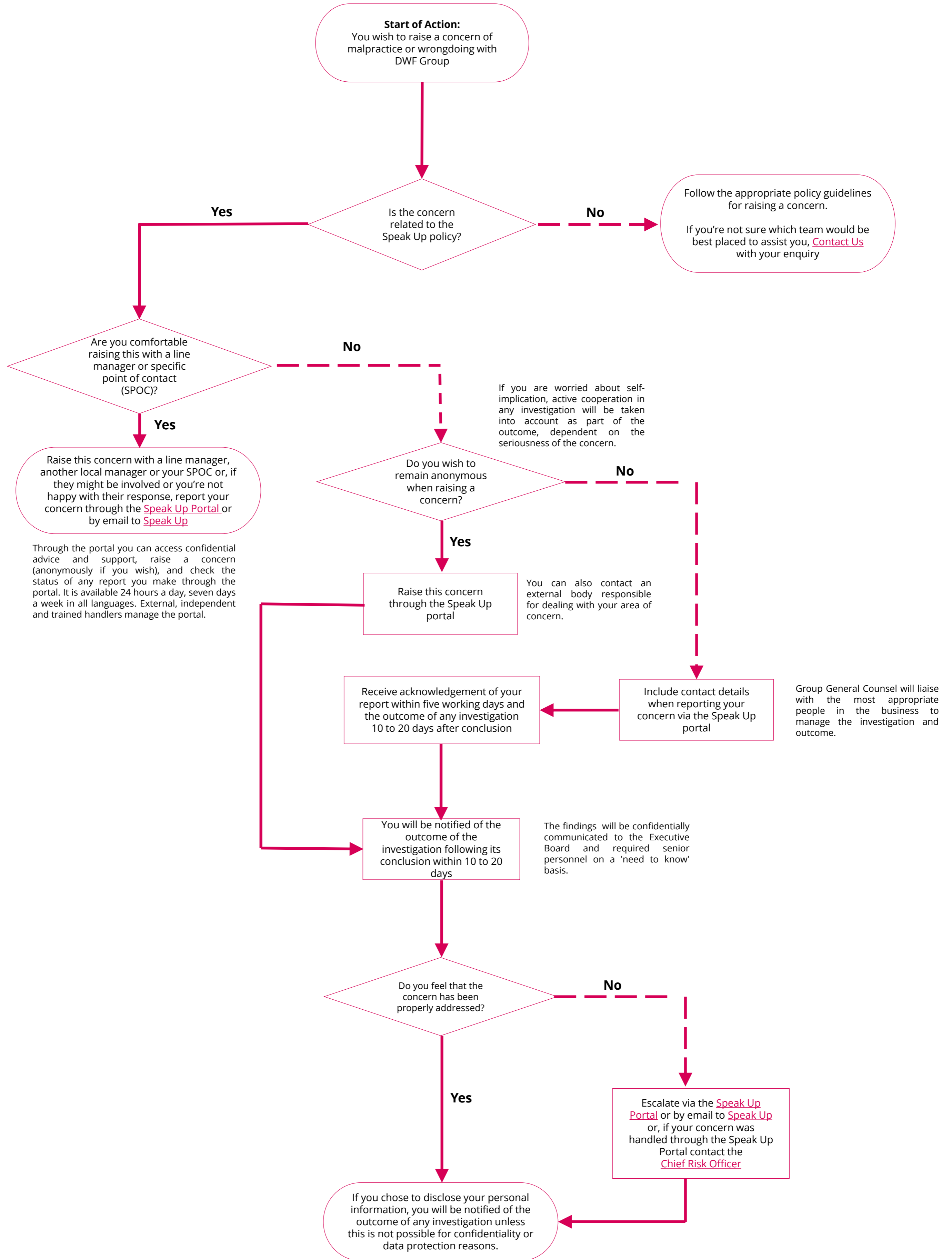


Speak Up – Speaker Process Flow



Document Classification: Public	Version No: 3.2
Name: Speak Up –Speaker Process Flow	Policy Owner: Chief Risk Officer
Authorised by: Audit Committee of DWF Group Limited	Effective Date:21/09/2020
Last Review Date: 24/02/2025	Next Review Date: 24/02/2026
Jurisdiction: Group (excluding France)	Associated documents: Speak Up Policy & Procedure; Change Log