

Code of Conduct Update

Dear all,

In September, we advised you about the updated Code of Conduct ([click here](#) to view announcement). In this announcement we mentioned that we would be rolling the Code out to each of you to ensure everyone confirms their understanding of the Code contents.

The Code has now been translated into all our operating languages so we are almost good to go with the roll out. As a reminder this will happen in the following way:-

1. For those people with access to Splash – you will receive an ACTION request to read and acknowledge the Code in Splash
2. For those people without access to Splash – you will be given a hard copy of the Code and asked to sign acknowledgment of receipt.

The above roll out will take place from next week, 25 November and as previously mentioned we will further enhance understanding of the Code with training to be introduced from next year. Details on this will follow early next year.

I'm also happy to confirm that we will soon be able to use Splash for everyone as we look to roll out a Colart email address for everyone to enable individual access to the system. More on that in a separate communication!

Thank you for your attention with this very important document and if you have any questions please do not hesitate to contact your local HR Business Partner

Regards,



Jane Beeston
Chief People Officer