



# SPEAK UP

MAKE YOUR VOICE HEARD

VEON/Banglalink Compliance maintains several confidential tools for all employees to ask questions, or raise concerns.

VEON/Banglalink will not tolerate retaliation against any person who is trying to do the right thing by asking a question or raising a concern. You can speak up face to face, online or by phone:

## 1. TALK TO A BANGLALINK COMPLIANCE COLLEAGUE

- Ask a question, or raise a concern in person, with any of your [Compliance Team Members](#)
- They are trained to advise you on the correct course of action
- You can also e-mail to Banglalink compliance at [compliance@banglalink.net](mailto:compliance@banglalink.net); or Group Compliance at [compliance@veon.com](mailto:compliance@veon.com);

## 2. ENTER YOUR CONCERN ONLINE AT [VEON.COM/SPEAKUP](https://veon.com/speakup)

- Hosted by an independent third party
- Click on 'Get Started' to enter your concern
- If you would like to remain anonymous, you can do so via this reporting channel

## 3. CALL THE VEON SPEAKUP LINE

- Operated by an independent third party
- Call the SpeakUp Line at any time
- 'Select your country' to identify the phone number to call from the bottom left corner of [veon.com/speakup](https://veon.com/speakup)
- If you would like to remain anonymous, you can do so via this reporting channel