



SPEAK UP

MAKE YOUR VOICE HEARD

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

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; or Group Compliance at compliance@veon.com;

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

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