



Evolving our Speak Up programme

Dawn Wood – Engagement, Training and Programme Manager Ethics and Compliance

EBEF 2024 – 9 February 2024



Overview of session:

- Overview of Speak Up programme structure
- Regular communications on Speaking Up
- Recent changes to Speak Up programme
- Keeping our communications relevant
- Trends and how to respond



Regular communications



Have a concern? Then Speak up to...



A leader

This may be your team leader or your leader's leader, or a leader from any area of the business you feel happy to speak to



A Subject Matter Expert (SME)

Experts who provide specialist knowledge and advice on specific subjects



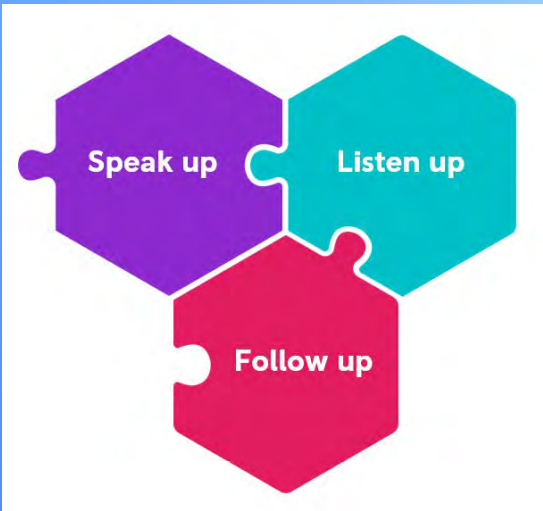
A Local Ethics Adviser (LEA)

Dedicated local resource to help point you in the right direction to resolve your concern



Speak Up Line

An independent service that records concerns and feeds them back into the business to be resolved



Speaking up can be as simple as having a conversation with someone you work with about your concern.

AND

If someone reaches out to raise a concern with you, listening to them and providing feedback is really important to ensure we are all at our best.



Always at our best

Speak up | Listen up | Follow up
ourcode.Rolls-Royce.com



Take a moment
10-minute activities to help us have a conversation

Conversations are key in helping us understand each other's filters. This pack provides a range of 10-minute activities that can be done as part of a meeting to help our conversations about speak up. If you're a leader it will help you demonstrate you're living up to our leadership expectations.

Posters
A physical resource to use in your local area
These series of posters can be printed and put up in your local area to help promote our Speak Up culture.

Brazilian Portuguese

English

German



Why don't you take the opportunity at your next team meeting to discuss a real-life ethical dilemma?

Wood, Dawn
Engagement Training Programme Manager Ethics and Compliance

Discussing dilemmas and sharing insights is really important.

It helps us make informed choices in line with our Code and Group Policies. Talking through dilemmas openly with others in a safe environment provides the perfect opportunity to understand these important issues from a wider perspective and promotes a strong Speak Up culture.

You can access some dilemmas on our [Ethics and Compliance Engine Room](#); or why not take a moment to cast your vote on our [latest ethical dilemma](#).

Did you vote on last month's dilemma? [Here's the results](#).



Why don't you take the opportunity at your next team meeting to discuss a real-life ethical dilemma?

[Read More](#)

Like | Comment





Keeping communications relevant



Rolls-Royce

COMMON QUESTIONS & ANSWERS GLOBAL CODE OF CONDUCT ADDITIONAL RESOURCES

ATTENTION: This webpage is hosted on Citibank's servers and is not part of the Rolls-Royce website or intranet.

Rolls-Royce Ethics Line

For individuals in some parts of the European Union and Switzerland, the Rolls-Royce Ethics Line only allows you to raise concerns related to Anti-Bribery, Auditing and Accounting, Banking and Financial Issues. The Rolls-Royce Ethics Line will give details of restrictions in these countries.

Welcome to the Rolls-Royce Ethics Line

We are committed to creating and maintaining an environment where you can ask questions and raise concerns about business ethics without fear of retaliation. Please, never hesitate to seek guidance on these matters. It is better to ask a question or speak a concern at an early stage than to let the situation get worse. If you have a question on business ethics or on the laws and regulations that apply where you work, the first point of contact is your manager. Functional specialists can also give advice on issues relevant to their expertise, for example, Human Resources or Finance. We also encourage you to use this service as a resource to ask questions or raise concerns.

Ask Us

Click here if you have a question about any topic related to our Global Code of Conduct.

Tell Us

Click here to raise a concern about unethical behaviour in the workplace, including something illegal.

Follow Up

Click here if you want to ask your Report Key and Password to follow up on a question or concern.

Attention: This is not an Emergency Service. Do not use this site to report events presenting an immediate threat to life, property, or the environment. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please contact your local authorities.

ethics-point

Copyright © 2010-2018 E.ON Energy, Inc. All Rights Reserved. Privacy Statement | Acceptable Use Policy | Contact Us

Home | At our best: Our Code & Group Policies | Common Questions & Answers | Call Us | English

Our Speak Up Line

Speak Up to
Ask a Question

Click here to ask a question related to Our Values, Our Behaviours or Our Code

3 Easy Steps

Speak Up to
Raise a Concern

Click here to raise a concern that someone or something is not living up to Our Values, Our Behaviours or Our Code

3 Easy Steps

Follow Up

Click here if you want to use your Speak Up Report Key and Password to get an update on a question or concern previously submitted.

Toolbox

Find a tool

Our Code and Group P...

Speak Up Line

Win Right Week
July 17 - 21

Winning Together
Winning Right

“The time is always right for doing right.”
Martin Luther King

Winning Together - Winning Right

“When the whole world is silent, even one voice becomes powerful.”
Malala Yousafzai

Winning Together - Winning Right

Winning Right with our Group Policies - Speaking Up

Wood, Dawn
Engagement Training Programme Manager Ethics and Compliance

Our Code and Group Policies, alongside our Values and Behaviours, provide the framework to help us all be at our best every day and to ensure that when we're Winning Together, we're also Winning Right.

Over the coming weeks we'll be shining a spotlight on some of our Group Policies to help you ensure you're Winning Right.

This week we're focusing on our **Speak Up Policy**:

Rolls-Royce is committed to providing an environment where employees can share their ideas, opinions and concerns without fear of retaliation, ensuring that all matters raised are appropriately investigated to the extent that is possible.

If you have a concern, we need everyone to speak up, listen up and follow up. First, think if you can speak to someone informally to help resolve your concern as this is often the best route. However, this won't always be possible and that's fine and that is why we have four channels you can choose to raise your concern through. These channels include speaking to a leader, raising it with the relevant Subject Matter Expert

At our best - Speaking up at Rolls-Royce

We must **Speak Up** if we see someone or something that is not living our Values and Behaviours. Our Code in Group Policies. You can find our [Speak Up Policy here](#).

If someone reaches out to raise a concern with you, **Listening** to them and providing **feedback** is really important to ensure we are all our best.

Speaking Up can be as simple as having a conversation with someone you trust, with about your concerns. But this isn't always possible or difficult if you don't know why or have four other channels you can choose to raise your concerns with.