



'SPEAK UP!'



If you see something



Say something



Raise concern with your manager



Raise via the 'Speak Up!' website <https://dssmith.integrityline.org/>



Call the 'Speak Up!' hotline (+44) 0161 532 4712



Post a letter to DS Smith Plc's Group General Counsel or Email [AskCoSec@dssmith.com](mailto:AskCoSec@dssmith.com)