

TIP OFFS ANONYMOUS: HELPING TO STAMP OUT CRIME

MESSAGE FROM THE MANAGING DIRECTOR

Communicare aims to conduct its business in a responsible and sustainable manner. Our core business principles include transparency and integrity which requires us to identify and correct practices that are contrary to our company's values in the interest of our employees, suppliers and business partners.

With this in mind, the Board of Directors of Communicare has introduced an initiative- **Tip-offs Anonymous**-independent of Communicare, to allow the reporting of business practices which are impacting or have the potential to impact the organisation's operations and reputation in the market.

Tip offs Anonymous is an independently operated and managed hotline and disclosure service involving the professional services firm of Deloitte. The service makes available a selection of communication channels for the reporting of unethical and inappropriate practice in our organisation.

Although it is important to first use existing processes and communication channels within the company, Tip-Off Anonymous provides our employees, tenants and suppliers an alternative, confidential and **anonymous** facility to report wrongdoing.



The relevant contact details to assist you in

reporting potential wrongdoing is:

Freecall: 0800 20 4969

E-mail: communicare@tip-offs.com

Website: www.tip-offs.com

I would like to encourage all stakeholders to embrace

our business principles and make use of **Tip-offs**

Anonymous, where appropriate.

Yours Faithfully

Chris Mathias

Managing Director