

People Processes Scope

We build trust in a digital world. Every day we build, collaborate and partner to create a safer digital world, a world where everyone can transact online with confidence.

Our people are the trust builders at the heart of GBG with energy and expertise to take GBG to new heights. Our culture is about how we choose to behave and the way we are encouraged to behave the actions of over 1,200 people every day and it lives in how we show up and the environment that we create together. It shines through everyone from the members of Board to the very latest team member to arrive. Our culture is a shared view of what we stand for as a company, and a mutual commitment to each other, expressed in every action we take.

Our ambition is to have the best and most engaged people and to support this ethos we will endeavour to be consistent with our people processes globally, as far as possible. Our GBG People Policies and Procedures are in place for the benefit of all our team members with a zero tolerance towards discrimination. GBG is committed to providing a safe physical and virtual environment for everyone, providing equal access to opportunities for all team members.

This document sets out relevant policy and procedures to the GBG standards which we believe meet

1. Purpose

This policy applies to all individuals working at GBG (whether permanent, fixed-term or temporary),

- deliberate concealment of information tending to show any of the above.
6. GBG has other policies and procedures for team members that deal with various standards of behaviour at work (e.g. Grievance, Dignity at work, Equal Opportunities etc.) and, therefore, the relevant policy should be followed where appropriate. -party providers are also standards.
 7. Only genuine concerns should be reported. Disclosures must be made in good faith with a reasonable belief that any information and/or allegation is substantially true and that the disclosure is not made primarily or solely for personal gain. Malicious or f

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6. Protection and Support for Whistle Blowers

1. It is understandable that those that speak up or make a report are sometimes worried about possible repercussions. We aim to encourage openness and will support team members that raise genuine concerns under this policy, even if they turn out to be mistaken.
2. Whistle blowers must not suffer any detrimental treatment as a result of raising a concern. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should raise it formally using our Grievance Procedure (team members only).