

Third Party Speak Up (Whistleblowing) Policy

Everyone connected to Aviva must do the right thing to protect our customers, assets, reputation, and each other. By everyone we mean employees, contractors, outsource providers and others who acquire information about potential wrongdoings arising from their current or past work activities with Aviva.

Aviva has a Speak Up (whistleblowing) Charter that sets out the process for anyone to raise concerns about actual or perceived wrongdoing within Aviva which can be found [here](#).

Similarly, we expect those that we do business with to have their own whistleblowing charters, or equivalent, and to encourage people to raise valid concerns where they have them.

There should be nothing in any contract, including an employment contract, that prevents or discourages anyone from raising a genuinely held concern where they have one, including with regulators.

Anybody that raises a genuinely held concern about perceived wrongdoing should not suffer any form of retaliation because of raising those concerns.

Third party organisations regulated by the FCA, or PRA are required to have their own internal arrangements to allow people to raise concerns about wrongdoing confidentially and anonymously.

Organisations operating in jurisdictions outside of the UK may also be subject to their own local whistleblowing legislation and are responsible for ensuring they have internal arrangements that comply with local legislative requirements.

We encourage those associated with the organisations that we do business with to raise concerns of alleged wrongdoing via their own internal processes however, we recognise that there may be circumstances where they might prefer to raise concerns using the Aviva Speak Up service. Details for how to raise your concern using the Aviva Speak Up service can be found [here](#).

