

BOLTON SPEAK UP

Bolton Group is an Italian family-owned company that has been producing and distributing a vast range of innovative, sustainable and high-quality branded consumer products for 70 years.

The Group is committed to conducting business with fairness, integrity and respect for the law and for its values respecting both the planet and the people, starting from its Code of Conduct and its Human Rights Policy.

Bolton Group also expects all its partners to act responsibly and with integrity.

The Group values transparency and encourages a listening environment. The Speak Up Policy summarizes Bolton's commitment and the procedure to be followed in the event of a Wrongdoing or an ethical concern both internally and by third-party partners of the Group. As described in the policy, if you observe or suspect any Wrongdoing or unethical conduct at work for which you do not receive a response neither for the person in charge or from the existing traditional Bolton channels, you are encourage to *Speaking Up*.

By doing so, you give Bolton Group the opportunity to deal with the issue and could prevent Wrongdoing or unethical conduct at work which may damage Bolton Group's reputation, success and performance both now and in the future.

Our policy protects the anonymity of the Reporter and Bolton Group will not tolerate any form of retaliation against you for Speaking Up allowing reporters to raise concerns in good faith about suspected Wrongdoing or ethical behavior at work.

The Speak Up Policy aims to clarify when and how Internal Parties and External Parties, as defined hereafter, can make a Speak Up report and explains how it is handled within a reasonable time frame in order to take appropriate actions.



SCAN TO ACCESS THE
SPEAK UP PLATFORM

CONTACTS & LINKS

Any questions or requests for information regarding the Bolton Speak Up may be addressed to the Bolton Group Compliance Speak Up Manager via the following email address: compliance@boltongroup.it

Questions over possible Wrongdoings, including Grievances and ethical concerns, may also be directed via the Bolton Speak Up web intake and toll free phone line.

Web Intake:

www.boltonspeakup.ethicspoint.com

or scan the QR with your mobile device.



TOLL FREE PHONE LINE

COUNTRY	TELEPHONE NUMBER
United States	844-539-2201
Austria	0800-002-143
Belgium	0800-13-099
Canada	844-539-2201
Colombia	01-800-519-0367
Croatia	385-800-98-04
Czech Republic	800-444-405
Ecuador	1st Step: Ecuador 1-800-225-528 Ecuador 1-999-119 2nd Step: 844-539-2201
France	0-800-90-46-87
Germany	0800-181-5306
Greece	800-600-0648
Italy (includes San Marino, Vatican City)	800-978-807
Morocco	WEB ONLY (No telephony)
Netherlands	0800-0227-792
Poland	800-005-291
Portugal	800-815-055
Romania	0800-890-567
Serbia	0800-800-697
Slovak Republic	0800-601-177
Slovenia	080-688-619
Spain	900-751-107
Switzerland	0800-123-066
United Arab Emirates	800-012-0107



BOLTON
GROUP

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