

Corporate Policy Statement: Speak Up and Non-Retaliation

Effective Date – 12.Apr.2023. Last Updated – 23.Apr.2024.

OUR POLICY COMMITMENT

At Dun & Bradstreet (D&B), we are fully committed to establishing a speak up and non-retaliation culture that provides for the safety and security of our employees, office space, visitors, and information. We take seriously any disclosure of an issue, incident, concern, or risk within the company, by a director or officer of the company, or by any team member or third party. We support all team members and encourage an open and transparent workplace where all team members and anyone else connected with our company feel safe to report any issues, incidents, or concerns that they may have, without fear of retaliation. We comply with all aspects of whistleblowing legislation in the countries in which we operate, and we adopt a positive approach towards team members reporting any potential or suspected wrong doings as they apply to our policies and procedures, our [Code of Conduct and Ethics](#) or legislative, regulatory, or statutory requirements.

This Policy establishes our baseline principles and operating standards for speaking up, whistleblowing, fact finding and non-retaliation across our business globally. This Policy provides a framework for managing issues and concerns and ensuring a speak up culture is integrated into the culture of the organization. This Policy sets the floor for speaking up, whistleblowing, and non-retaliation at D&B. Where an applicable law, rule, regulation, contractual obligation, or other D&B policy requires a higher standard, we will follow the requirements of that law, rule, regulation, contract, or D&B policy.

PRINCIPLES AND OPERATING STANDARDS

The following eight Principles and Operating Standards guide the way we work to meet our Policy Commitment.

1. **Speaking Up:** We value a speak up culture and encourage raising questions, concerns, and issues.
2. **Reporting channels:** We provide numerous global and local reporting channels for workers and third parties to report a breach, including a potential breach, of law, our Codes of Conduct and company policies and procedures confidentially and without fear of retaliation.
3. **Global Helpline Availability:** Our [Global Compliance and Ethics Helpline](#) is available to all employees, third parties, and the general public available at <https://helpline.dnb.com>.
4. **Confidential and Anonymous:** We will not disclose the identity of the reporter, or anyone named in the report beyond the authorized staff members and leaders competent to receive and/or investigate a report and review investigations.
5. **Non-Retaliation:** We have a zero tolerance non-retaliation policy.
6. **Fact Finding and Investigations:** The Corporate Compliance team, within Global Compliance and Ethics, oversees and is responsible for managing Dun & Bradstreet's Fact-Finding Program under supervision from the Chief Ethics and Compliance Officer to maintain objectivity and confidentiality.



7. **Processing of personal data:** We will process the personal data of the reporter, and those named in the report, in accordance with applicable local legislative requirements.
8. **Training and Speak Up Culture:** We provide training on how to report concerns through our designated confidential reporting channels, how to relay concerns received from team members and third parties, and our policy on non-retaliation.

