



'SPEAK UP!'



#!?!%*!



**If you see
something**



**Say
something**



**Raise concern with your
manager**



**Raise via the 'Speak Up!' website
<https://dssmith.integrityline.org/>**



**Call the 'Speak Up!' hotline
(+44) 0161 532 4712**



**Post a letter to DS Smith Plc's
Group General Counsel or**

Email AskCoSec@dssmith.com