

# Speak Up

**We count on you to model ethical behavior and to speak up with questions or concerns about the Code of Business Ethics or compliance with company policies, procedures and applicable laws.**

In addition to speaking with your manager or HR representative, you can contact the Ethics & Compliance team directly 24/7 in the language you feel most comfortable.

**Email:** [ethics@gxo.com](mailto:ethics@gxo.com)

**Web:** [gxo.ethicspoint.com](http://gxo.ethicspoint.com)

**Phone:** 0800-0903695

GXO has a strict non-retaliation policy. For more information, visit [ethics.gxo.com](http://ethics.gxo.com). The Ethics Point website and phone lines are operated by an independent third-party company. Reports will be kept confidential to the extent possible and you may choose to report a concern anonymously.

