

NEXT* conducts its business with high standards of integrity and honesty and expects the same standards from all employees and third parties (for example, suppliers, contractors and business partners).

The aim of this Policy is to ensure that those third parties are fully aware that they should report concerns or suspicions about any wrongdoing or malpractice on the part of any employee of NEXT or NEXT subsidiary and be assured that any information received will be treated seriously and, where possible, confidentially.

What you should report

Where you reasonably believe any one or more of the following matters have, may have or will take place:

- A criminal offence
- A failure to comply with a legal obligation
- A danger to the health and safety of an individual
- Breach of environmental protection laws
- Dishonesty
- Inappropriate relationships with suppliers
- False accounting or reporting irregularities
- A breach of Next's rules or policies e.g. Anti-Bribery Policy, Human Rights and Modern Slavery Policy
- A deliberate concealment of any of the above matters

NB Any concerns, complaints or grievances that relate to your organisation's internal operations and practices should be dealt with formally through your organisation's normal reporting channels, policies or procedures. Such issues are not covered under this Whistleblowing Policy.

Procedure

You should initially use the following email provided to seek advice or report concerns:

Whistleblowing@next.co.uk

Once a concern or incident has been reported NEXT will make preliminary enquiries and decide if further investigation is needed. If so NEXT will decide whether this should be conducted internally or whether the matter should be referred externally. Where possible we will advise you of the outcome of any investigations.

Any third party who does report their concerns will not be victimised or treated less favourable in anyway as a result.

Deliberately raising false or malicious allegations is not acceptable and will be viewed extremely seriously by NEXT.

**Includes Next plc and any of its subsidiary companies including, but not limited to, Lipsy Limited.*