

Whistleblowing Policy

Tolley, as part of RELX, is committed to upholding high ethical standards. The RELX [Code of Ethics and Business Conduct](#) creates a framework to help all staff make sound, ethical business decisions.

Staff are encouraged to help promote a culture of integrity by reporting any violation of laws, regulations, or company policy, regardless of the identity or position of the suspected offender. Where a member of staff has a concern, he/she should speak with the Director of Tolley Learning, a human resources representative, a company lawyer or a [Compliance Committee member](#), or make a report via the RELX Integrity Line.

RELX carefully investigates all reports and will take appropriate action when violations are uncovered. Any form of retaliation or disciplinary action in response to honest and good faith reports of possible violations is strictly forbidden.

Further information can be found at:

<https://secure.ethicspoint.com/domain/media/en/gui/27947/index.html>



Jonathan Scriven – Director of Tax Markets