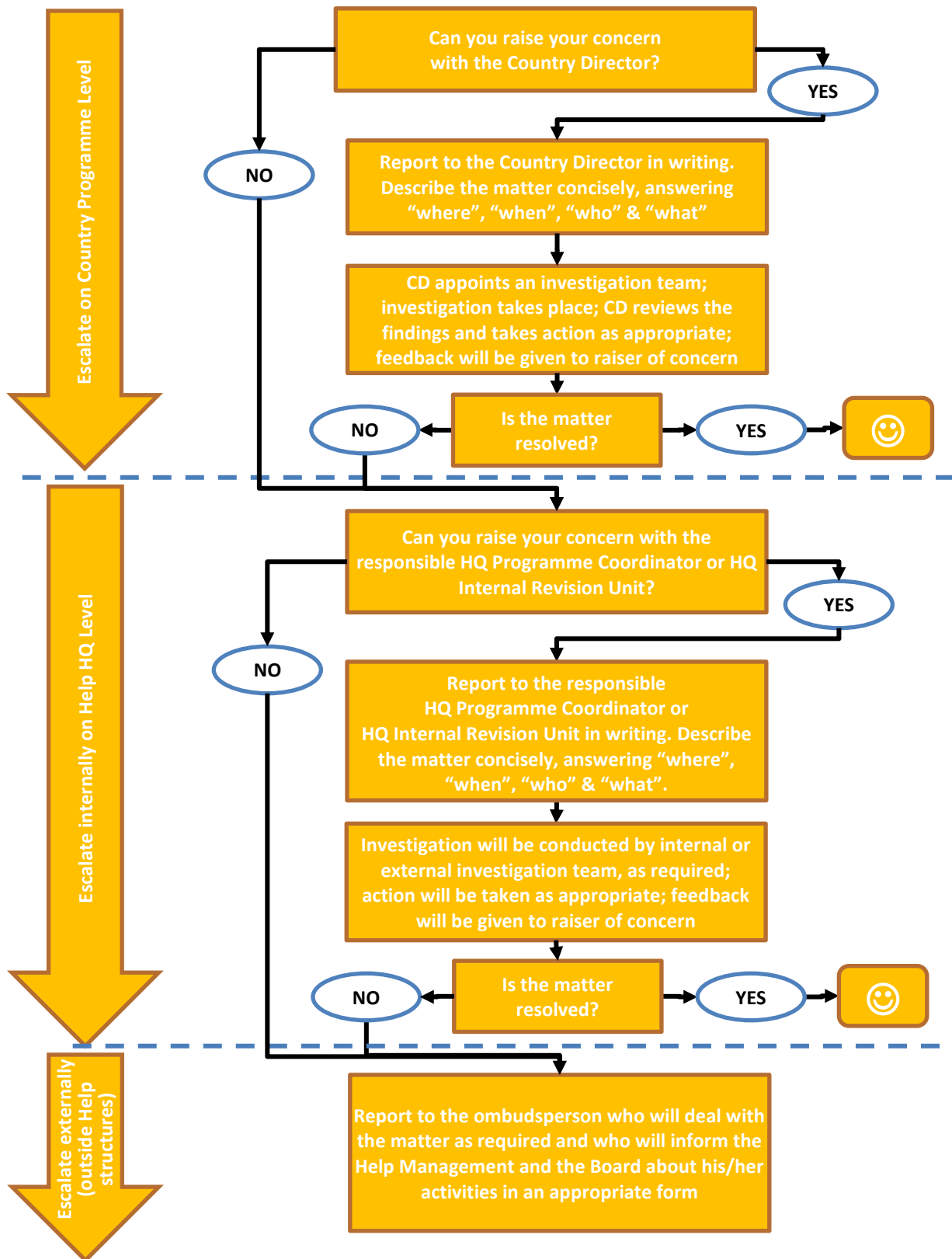


**Model Whistleblowing & Investigation Process Chart:
Serious Concerns / Serious Breaches of Help’s Code of Conduct**



Model Process Chart: Reporting and Investigation of Minor Concerns

