

The Protected Disclosure (Speak Up) Policy at a Glance

This policy explains how to make a protected disclosure under the Protected Disclosures (Amendment) Act 2022 and is available to all employees in every location.

If you have a concern about any part of our business, including that someone in daa may be committing a criminal offence, is endangering the safety of an individual, damaging the environment or misusing company funds or assets, then you can confidentially make what is known as a Protected Disclosure.

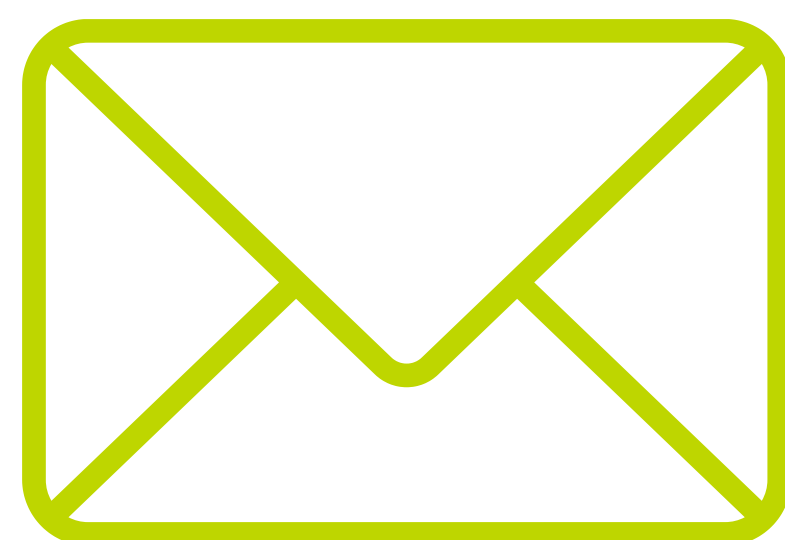
Protected Disclosures are not designed to be used to make a complaint about a colleague or to address other personal grievances.

How to Make a Protected Disclosure



Talk

Talk to your People Leader for guidance on whether a matter is a Protected Disclosure or not.



Email

Email daa Company Secretary (miriam.ryan@daa.ie), daa Group Head of Internal Audit (kevin.goulding@daa.ie) or daa Head of Governance, Insurance and Risk (feargal.oreilly@daa.ie)



Call

Phone the confidential phone line 1800 85 11 25, which is available 24/7. International numbers can be found in the policy booklet.



Log On

File a report on <https://daa.ethicspoint.com>

We understand that it is not always easy to raise concerns, but we encourage you to speak up and report any situation where you have a reasonable concern about any part of our business.

You should always try to raise a concern internally first, but in rare circumstances it may be appropriate for you to raise a concern with an external body. You can find details about the external bodies with which concerns can be raised in the policy booklet.

daa's strong commitment to this policy means that you can raise a concern in the knowledge that you will be supported and protected from repercussions.

Full details about the process are shared in the policy.