



EMERGENCY SITUATIONS

If there is a risk of harm to an individual, you must escalate the matter to an appropriate HR representative. If there is an urgent risk identified, emergency services should be contacted immediately.

HR Escalation route:

- Carolyn Miller ncarolynm@vmware.com +44 7920 541265
- Victoria Salmons vsalmons@vmware.com +44 7919 995247
- Liz Cane lcane@vmware.com +44 7957 393192

HR will triage and determine appropriate course of action.

Emergency Services:

UK	Dial 999
Ireland	Dial 112 or 999
Netherlands	Dial 112
Belgium	Dial 100 or 112
Luxembourg	Dial 112
Finland	Dial 112
Denmark	Dial (+45) 112
Norway	Dial 113
Sweden	Dial 112