



When you contact our Hotline.

Ethics Hotline

If you have concerns or suggestions for preventing unethical activity, discuss them with your supervisor. If you don't feel comfortable speaking with your supervisor, find your country in the list below and contact NAVEX.

24 hours a day | 7 days a week | 365 days a year

Report online: [Indicor.ethicspoint.com](https://indicor.ethicspoint.com)

Country	Toll-free Number
Australia	1800 571 140
Brazil	0800 729 2294
Canada	844-593-5973
China	400 120 9075
Czech Republic	800 400 290
Denmark	80 83 10 17
France	0 800 90 47 55
Germany	0800 1822634
India	000 800 050 2302
Italy	800 768 405
Japan	0800-777-9351
Malaysia	1-800-81-4905
Netherlands	0800 0229527
Poland	800 005 244
Russia	8 (800) 100-94-24
Singapore	800 492 2337
Spain	900 751 083
United Arab Emirates	800 0120094
United Kingdom	0808 196 2654
United States	844-238-3466

1. You will be given the option to remain anonymous. A customized Web form or NAVEX interview specialist will then document your concern in detail.
2. The information you provide will be relayed to Indicor for appropriate follow-up.
3. You may be asked to check back to provide additional information or to answer questions Indicor might have as we investigate your concern.
4. Reports submitted through NAVEX will be handled promptly and discreetly. Retaliation against anyone who reports a concern in good faith is a violation of Indicor's principles and will not be tolerated.

That's all there is to it. Our Hotline reporting options are not intended as a substitute for speaking up directly to your company's management. However, it is an effective option if you want to help, but prefer to remain anonymous.



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indicor.ethicspoint.com

Indicor Ethics & Compliance
HOTLINE





Speak Up!

Losses caused by unethical and illegal activities cost us all. They cost us money. They cost us opportunities for growth and advancement. They can even cost jobs.

There is a way you can help keep these costs down. If you have a concern, question, or suggestion regarding unethical or illegal activities in the workplace, including accounting or auditing irregularities, please don't keep it to yourself. Speak Up!

What if I don't feel comfortable coming forward?

We realize it isn't always comfortable, or even possible, to step forward and speak up.

If you want to speak up, but prefer to remain anonymous, contact NAVEX.

NAVEX is an independent company, staffed 24 hours a day, 7 days a week.

This service makes it possible for you to bring any concerns or questions to Indicor's attention without giving your name!

What should I speak up about?

Speak up about any illegal or unethical activity that could cause loss or harm to you, coworkers, the company, shareholders, or customers. Some examples are:

- Misuse of corporate assets including theft of cash or goods
- Loss of proprietary information
- Kickbacks or conflicts of interest
- Use or sale of illegal drugs
- Accounting or auditing irregularities
- Vandalism or sabotage
- Physical abuse or harassment
- Safety hazards
- Fraudulent insurance claims
- Unauthorized discounts
- Destroying, altering, or falsifying company records
- Violations of antitrust, environmental, or other governmental compliance regulations

The examples shown are not intended to be a complete listing. Your company will have other specific activities. See your manager or supervisor, or consult Indicor's Business Code of Ethics for details.

How should I speak up?

Discuss any concerns or questions regarding these activities with appropriate supervisory or management personnel in your company.

NAVEX is our link between concerned employees and Indicor.

IT'S YOUR CALL

If you have a concern or suggestion for preventing illegal or unethical activity, please speak up.

Discuss any concerns with the appropriate supervisory personnel in your company.

indicor[™]