

WHAT ARE ETHICS & COMPLIANCE?

ETHICS

"DOING THE RIGHT THING"

Follow our Corporate Vision Statement and Culture Essentials that guide us on how we should act.

COMPLIANCE

"DOING THINGS RIGHT"

Follow the laws, regulations, procedures and policies that govern what we must do.



WE ARE GOVERNED BY:

800+

LAWS & REGULATIONS

400+

PROCEDURES & POLICIES

WE OPERATE WITH INTEGRITY, TRUST AND RESPECT FOR EACH OTHER

MAKE ETHICS & COMPLIANCE OUR DAILY ROUTINE

HOW TO SPEAK UP

Refer to the Compliance Reporting Poster & Speak Up Policy



REPORT TO MANAGEMENT



CONTACT E&C DEPARTMENT



PHONE HOTLINE



HOTLINE WEBSITE



When you speak up - we **listen, learn** and **improve** together

WHEN YOU SPEAK UP, YOU HELP:

- Drive continuous improvement
- Ensure accountability and responsibility
- Maintain a Culture of Compliance

✓ **CULTURE OF COMPLIANCE CHECKLIST**

- Empower team members with the tools for success
- Complete training and put know-how into action
- Infuse ethics into everything we do
- Always follow all policies and procedures
- Speak up to ask questions, raise concerns and report violations
- Create an environment of openness, trust and care
- Listen to others and learn from experiences
- Communicate, encourage and recognize positive E&C practices

WANT TO LEARN MORE? VISIT OUR DEPARTMENT INTRANET!



GLOBAL ETHICS & COMPLIANCE INTRANET

