

Complying with the laws and our principles is the foundation of how we do business. We need your help to ensure that we stay on the right side at all times.

If you become aware of illegal or noncompliant conduct please address your concern directly with your Line Manager or with the HR, Legal or Compliance Function. If appropriate, reports may be made directly to higher levels. However, if you feel that such direct communication is inappropriate under the circumstances, you may use the Integrity Reporting System. This tool allows you to report non-compliance, if needed, on a fully confidential basis.

All reports will be properly investigated and treated with confidentiality.