

Whistle-blowing Policy

Members of the Board are empowered and encouraged to report their concerns regarding suspicions of illegal, unethical, or improper activities. Employees are encouraged to report fraud, violations of law, rules and regulations, or misconduct without fear of retaliation. Reports may be filed with the Compliance Officer.

Members of Senior Management are empowered and encouraged to report their concerns regarding suspicions of illegal, unethical, or improper activities. Employees are encouraged to report fraud, violations of law, rules and regulations, or misconduct without fear of retaliation. Reports may be filed with the Head of Internal Audit, the Head of Human Capital Management, or the Compliance Officer.

All employees are empowered and encouraged to report their concerns regarding suspicions of illegal, unethical, or improper activities. Employees are encouraged to report fraud, violations of law, rules and regulations, or misconduct without fear of retaliation. Reports may be filed with the Head of Internal Audit or the Head of Human Capital Management.