

MAKE  DIFFERENCE

**Videndum**

# SPEAK UP



## PRESERVE OUR CULTURE OF INTEGRITY

If you ever have a concern about unethical, illegal or irresponsible activity, don't keep it to yourself. Discuss it with a manager or supervisor.

If you prefer to remain anonymous, contact NAVEX.

**Online:**  
**[Videndum.ethicspoint.com](https://videndum.ethicspoint.com)**

**Phone:**  
**800 852 8046**

Toll-free • 24 hours a day • 7 days a week

NAVEX is an independent reporting service. When you contact them, you do not have to give your name. A customized Web form or professional interview specialist will document your concern and relay the information to our organization for follow-up.