

Ask questions... Make informed decisions

Types of issues to report:

- Discrimination or harassment
- Conflicts of interest
- Theft / fraud / bribery
- Environmental/safety
- Gifts / entertainment
- Accounting / financial
- Code violations
- Policy violations

Our **Whistleblower Line** allows employees to confidentially ask questions or report concerns without the fear of retaliation.

The reputation of a team is built on the integrity of the players

Code of Ethics

Feel free to report any potential violation of Orbia's legal and ethical obligations.

Available 24/7.
• 1-844-592-2215
• orbia.ethicspoint.com



Upholding our values

We expect all employees to uphold our Values and Code of Ethics by doing the right thing and complying with company policies, applicable laws, rules and regulations of the places in which we operate worldwide.

**It isn't always simple.
It isn't always clear.**

Our responsibility:

- Ensure all individuals can freely ask questions,
- Raise concerns without the fear of retaliation, and
- Address the issues raised

Your responsibility:

- Ask questions first
- Use your resources to file a report
- Follow-up on reports and requests for guidance.

The Whistleblower Line process for reporting concerns

Who to contact

- Your manager or supervisor
- Human Resources
- The Whistleblower Line

What is it?

A third party provided, confidential reporting system established to receive your questions or reports of suspected wrongdoing.

How?

- By phone: 1-844-592-2215
- By internet: orbia.ethicspoint.com

When?

- 24 hours/day – 7 days a week
- Toll free
- Calls are not recorded or traced

What happens?

By phone:

- Follow the telephone prompts
- A communication specialist will ask a series of questions
- Receive report key and password for follow-up.

By internet:

- Follow the website prompts
- Respond to the on-line questions
- Receive report key and password for follow-up

Feedback?

Follow-up using your report key and password.