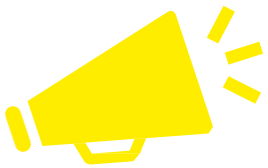


How to use the whistleblowing hotline



What should I report?

Any and all events, facts and/or behaviors that you think are unethical or unlawful: **harassment, corruption, human rights, discrimination, fraud, health & safety**

How?

> Whistleblowing hotline:
www.colas.besignal.com
or



> **E-mail, telephone or in person with your:**

- Line manager
- Human Resources Manager
- Compliance or Legal Manager

> **Call your telephone hotline:**
1 (800) 827- 2037

Company or organization code:
1929

What protection?

Complete confidentiality to protect:

- your identity
- the identity of the persons involved
- any supporting material

Legal protection of whistleblowers

What happens next?

- > **7 days** - confirmation of receipt
- > **3 months** - feedback
- > **The duration of the entire process depends** on the complexity of the facts reported



For more information, visit
Compliance ColasShare

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