

It's Time to Speak Up!

1. If you are aware of any violation of our policies, now it's your time to Speak Up.

2. How to report?

Web Site: <https://cimporglobal.speakup.report/ethico>

Mobile App: Download the "SpeakUp by People Intouch" on Google Play or App store

Phone: +31 10 700 75 03

3. Situations that can be reported include, but are not limited to :

- Failure to Comply with Company Ethical Principles
- Antitrust/Unfair/Illegal Competition or Marketing
- Breach of Personal Data/Cybercrime
- Bribery and Corruption
- Discrimination
- Embezzlement/Breach of Trust
- Fraud Cases
- Violations of Health & Safety
- Misuse of Power
- Psychological Pressure (Mobbing)
- Money Laundering
- Harassment
- Violations Concerning Sustainability or Environmental Misconducts
- Theft
- Unfair Dismissal and Retaliation Acts
- Forgery of Documents
- Conflict of Interest
- Social Media Use Contrary To Company Image
- Unethical and Illegal Behaviour
- Trading in Inside Information
- Situations That Damage Company Reputation

CIMPOR Code:126318

**The Cimpor organisation code must be used to report via the mobile application and telephone.*

***Call charged at local rate*

