



## Ethics and Compliance Hotline Disclosure

During 2022, there were 80 reports received through the Ethics and Compliance Hotline: 68 related to Human Resources, 1 related to Fraud and 11 related to Other.

As it relates to complaints received in 2023, there were 97 reports received through the Ethics and Compliance Hotline: 85 related to Human Resources 12 related to Compliance & Ethics.

All reports received are investigated and appropriate action is taken. Actions taken include, but are not limited to: additional training, coaching, and/or disciplinary actions up to and including termination.