



Brown Integrated Logistics Reporting Illegal or Unethical Behavior

Each employee's conduct can reinforce an ethical atmosphere and positively influence the conduct of co-workers. If an employee is powerless to stop suspected misconduct or an employee witnesses the conduct or discovers it after it has occurred, that employee should report it to the appropriate level of management or Chief Executive Officer (CEO). Each employee should consider it to be his or her duty and responsibility to report these problems.

If an employee is still concerned after reporting a suspected violation to management or feels uncomfortable reporting the suspected violation to the appropriate person (for whatever reason), that employee may anonymously call an independent company, Navex Global EthicsPoint, at 1-866-614-4987. These communications will be dealt with anonymously and confidentially to the fullest extent possible.

Employees who report a problem in good faith and believe it to be true will not be reprimanded. The only time employees will be disciplined for reporting a violation is when they deliberately report something that they know is false or misleading in order to harm someone else. Failure to report knowledge of wrongdoing may result in disciplinary action against those who fail to report.