

SPEAK UP!

If you see or hear something you believe is illegal or a violation of our Values or our Code of Conduct... **Speak-up!**

Report your concern to:

- ✓ Your supervisor
- ✓ Your HR Manager – Business Partner
- ✓ Speak-up

You should report:

- Product Quality, Safety and Services
- Improper communication and marketing activities
- Accounting, Auditing and Financial Matters
- Non-compliance with Laws & Regulations
- Theft, embezzlement or improper use of company assets
- Fraud
- Discrimination or harassment
- Forced labor or child labor
- Conflicts of interest
- Corruption, Bribery or improper gifts and
- Entertainments
- Improper working hours or Health & Safety
- Reprisal
- Improper conduct or behavior of employee
- Misuse of corporate assets and intellectual property
- Insider trading, Leakage of corporate and confidential information

SPEAK UP!

Hotline: 1206-5211

(Anonymous - Toll-free - 24/7 - Bilingual Eng - Vie)

Fax: +65-6226-0781

Email: suntory@tipoffs.asia

Website: <http://suntory.tipoffs.asia>

Post Mail: [Suntory Speak-up Line](#)

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SPVB policy protects employees who report issues in good faith against retaliation.