

IF YOU PREFER TO REMAIN ANONYMOUS, CALL CCE'S ETHICS AND COMPLIANCE HOTLINE

This service is administered by an independent company, The Network, and provides an anonymous reporting service for you to share your concerns 24 hours a day, 7 days a week. This service is not intended as a substitute for speaking directly with your immediate manager, supervisor or human resources representative. It is an option that is always available if you want to help, but prefer not to give your name.

800-437-0054

TOLL-FREE, 24 HOURS A DAY, 7 DAYS A WEEK

HERE'S WHAT HAPPENS WHEN YOU CALL.

1. You are greeted by a friendly Interviewer, who documents the situation with you in detail. You don't have to give your name, and your call is not recorded without your consent.
2. The Interviewer assigns a report number to you and asks you to make one call back.
3. The information is then relayed to your company's management to take appropriate action.
4. Using the report number and scheduled call back date given to you by the Interviewer, you call for the follow-up. You may be asked additional questions or asked to add any additional information at this time.

That's all it takes to speak up. In just a few minutes, you've done your part to make your company a better place to work.

SOME COMMON EXAMPLES OF UNETHICAL, ILLEGAL, AND UNSAFE ACTS

- Theft
- Falsifying company records
- Accounting/audit irregularities
- Use or sale of illegal drugs
- Harassment/discrimination
- Creating or ignoring safety or environmental hazards
- Vandalism or sabotage
- Bribery or conflicts of interest
- Collusion with customers

THE COST OF MISCONDUCT

According to the Association of Certified Fraud Examiners, American companies lose \$400 billion a year to unethical and illegal activity. The effects are felt throughout our economy. But you can be part of the solution!



ETHICS AND COMPLIANCE HOTLINE

You are the solution for maintaining a safe and secure workplace.



Coca-Cola Enterprises Inc.

PREVENTION STARTS WITH YOU.

Unethical, illegal, or unsafe acts can cause serious loss or harm to a company, its employees, and its customers. This is why it's everyone's responsibility to help prevent these activities. Let's work together to build a great workplace.

THOSE ARE THE COMPANY'S PROBLEMS, WHY SHOULD I CARE?

Losses due to illegal, unethical, and irresponsible activities can affect all of us. We pay in many ways.

- Our personal safety and security may be jeopardized.
- The financial losses may mean fewer growth opportunities.
- Employee morale may be harmed.



WHAT'S MY ROLE?

There are two simple steps anyone can take to help.

1. THINK	2. SPEAK UP
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Consider your own behavior first. If you have doubts about what to do in a certain situation, ask yourself:

- Is it illegal?
- Is it against the company's written standards of behavior or code of business conduct and ethics?
- Could it cause loss or harm to you, other employees, customers, shareholders, or the company?
- Would you feel uncomfortable if everyone knew what you did?

If you answer "yes" to any of these questions, don't do it!

If the answers still aren't clear, don't take chances. Talk it over with a manager, supervisor or human resources representative. It could be one of the most important discussions you ever have.

Unfortunately, people don't always make the right decision. If you become aware of unethical, illegal, or irresponsible activity, don't ignore it.

- Say something that expresses your awareness and concern. You can have a powerful influence on others. Reminding someone to think before acting may help prevent them from making a big mistake.
- Discuss it. If the situation doesn't improve, don't keep it to yourself. Ignoring a problem only allows it to grow more costly and frustrating.

OUR DOOR IS ALWAYS OPEN

If you ever have a concern or question regarding unethical, illegal, or irresponsible activity discuss it with the appropriate supervisor, manager or human resources representative.