

# Ethics & Compliance

## *Leading with Integrity*

CSA Group is an organization with strong values of accountability and integrity. Our Code of Conduct contains guidelines for conducting business to the highest level of ethical conduct.

Honest communication is the expectation, not the exception. We want you to feel comfortable in approaching your Manager, HR or the E&C Officer/Director in instances where you believe violations of policies or standards have occurred.

In addition, EthicsPoint, a third-party helpline is available to you via online/telephone to report an allegation or ask a question. Should you prefer to place an anonymous report in confidence, you are encouraged to use this helpline.



[csa.ethicspoint.com](http://csa.ethicspoint.com)

Confidential, Anonymous, Easy to Use and Always Available



Although our CSA values and expectations are described in policies, procedures and the Code of Conduct, they do not outline every decision that you will face as an employee.

The 'Decision Tree' encourages you to ask yourself several simple questions to determine if your decision is the right decision for you and the organization. Should you have difficulty answering any of these questions please contact your Manager, HR Representative, Ethics & Compliance Officer/Director or EthicsPoint for more information.

