



**ATTENTION!** This webpage is hosted on EthicsPoint™'s secure servers and is not part of the ALDO Group website or intranet.

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## TO MAKE A REPORT

Select the country in which you are located.

- Select -

After you complete your report, you will be assigned a unique code called a "report key." Write down your report key and password and keep them in a safe place. After **5-6 business days**, use your report key and password to check your report for feedback or questions.

### ETHICSPPOINT™ IS NOT A 911 OR EMERGENCY SERVICE:

Do not use this site to report events presenting an immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please contact your local authorities.

## OUR COMMITMENT

### ETHICS HOTLINE

Guided by our values of love, respect and integrity, associates and customers are our eyes and ears on the ground and are best placed to observe misconduct. That's why in 2017, we launched an independent global ethics hotline. Given the recent events surrounding the Black Lives Matter movement, we have chosen to reaffirm our commitment, become anti-racist and extend the hotline services to our corporate store customers and associates. The ALDO Group has always been a company that stood against social injustice. We stand behind this movement, and we're working on making a real impact, together.

To ensure we all have a work environment that reflects our company values, we have extended the services offered by our existing hotline, with the assistance of established organizations in this space, so that head office and store associates can report incidents, which will be dealt with by Human Resources and brought to the attention of a committee led by our CEO. As per our code of ethics, we have zero tolerance for any acts of discrimination.

There are two ways to report incidents of unethical behaviour:

- > Approach your supervisor or the company's management team.
- > File a report with our third-party partner, EthicsPoint™, through this website or call the hotline (offered in your local language).

Use EthicsPoint™ to address violations listed in our **Vendor Code of Conduct**, **Business Ethics Policy** and **Discrimination and Harassment Policy**, as well as all other company policies, or to ask for guidance related to policies and procedures. We also welcome positive suggestions and feedback.

EthicsPoint™ will send us all reports confidentially and, should you request it, anonymously. We guarantee that your comments will be heard.

Please note that in some countries, due to local laws, anonymous reporting may be limited. If that is the case, the representative will let you know.

See the **EthicsPoint™ FAQs** for more information.

## INTERNATIONAL DIALING

Some restrictions may apply when using the international dialing instructions. For example, you may not be able to place a call to the hotline from your mobile phone in a few countries. We very much want to hear from you. If you experience difficulty with international dialing, please submit a report online through this site. Follow the instructions on this page under "To Make a Report."