



## **Learn to Recognize Harmful Activity**

Activity that can cause harm is any unethical, illegal or unsafe activity or violations of our Company's Code of Business Conduct and Ethics. But it's not always easy to recognize. Become familiar with the following common examples:

- Accounting and auditing irregularities
- Conflicts of interest
- Fraud
- Improper loans to executives
- Kickbacks
- Retaliation against whistleblowers
- Theft of cash, goods or services

Keep in mind, this is not a complete list. Talk to your Manager, Supervisor, or HR Representative if you have questions.