

SPEAK UP



PRESERVE OUR CULTURE OF INTEGRITY

If you ever have a concern about unethical, illegal or irresponsible activity, don't keep it to yourself. Discuss it with a manager or supervisor.

If you prefer to remain anonymous, contact NAVEX Global.

HOYA Helpline North America

Call toll-free: **1-800-620-5517**

Web: **www.hoya.ethicspoint.com**



NAVEX Global is an independent reporting service. When you contact them, you do not have to give your name. A customized Web form or professional interview specialist will document your concern and relay the information to our organization for follow-up.