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About EthicsPoint

What is EthicsPoint?

EthicsPoint is a comprehensive and confidential reporting tool for employees to report potential violations of Teledyne’s Global Code of Ethical Business Conduct, Company policy or the law. It is hosted by a third party and includes an Ethics Hotline (1-877-666-6968) and a web-based reporting tool. It is available 24 hours a day, 365 days a year.

Why do we need a system like EthicsPoint?

It is essential for employees to feel free to report concerns regarding potentially unethical conduct. Teledyne historically has maintained a confidential Ethics Hotline through which employees could report such concerns. In recent years, the Company’s global presence has expanded. In light of that development, we believe it is important to have an Ethics Hotline that is available 24 hours a day and that can take reports in languages other than English. We also wanted to provide a web-based reporting tool through which confidential concerns could be reported and the EthicsPoint system provides that capability.



Reporting – General

May I report using either the Internet or the telephone?

Yes. With EthicsPoint, you have the ability to file a report via the telephone or the Internet.

What type of situations should I report?

The EthicsPoint system is designed for employees to report violations of Teledyne's Global Code of Ethical Business Conduct, Company policies, or the law, or any other concern you may have. You also may seek guidance regarding the Code, policies or procedures whenever necessary.

If I see a violation, shouldn't I just report it to my manager, security, or human resources and let them deal with it?

If you become aware of a violation of the Code, Company policy or the law, or if you are aware of any other conduct you believe may be unethical, it is your job to report it. You are encouraged to bring such concerns to your supervisor or local management.

We recognize, however, that there may be circumstances in which you are not comfortable reporting the issue to such individuals. It is for such circumstances that we have partnered with EthicsPoint. We would rather you report the information through EthicsPoint than keep the information to yourself.

Why does the Company want me to make reports?

We all have a responsibility to maintain Teledyne's reputation for ethical business conduct. To uphold that responsibility, each of us must take action when we believe our standards of business conduct are not being upheld.

Does management really want me to report?

Yes. It is essential that employees report conduct that may be in violation of our ethical business standards. Your reporting can minimize the potential negative impact on the Company and our people.

Where do these reports go? Who can access them?

Internet reports are entered by employees directly on the EthicsPoint secure server. Similarly, reports submitted by telephone are received by EthicsPoint representatives, who then enter them on the server. EthicsPoint makes these reports available only to Company personnel who are charged with evaluating and taking action on such reports.



Reporting Security & Confidentiality

Should I identify myself?

You are encouraged to share your identity when you feel comfortable doing so. Many investigations can be more quickly and effectively completed when the reporter is identified.

The Company, to the extent permitted by law and consistent with fair and uniform enforcement of this Code of Conduct, will endeavor to keep confidential the identity of anyone reporting a suspected violation in good faith. The Company will share the information received only with those who have a need to know. In certain cases, the Company is required to disclose the information to a governmental entity or may choose to do so voluntarily.

Can I file a report and still remain anonymous?

Yes. Although it is preferred you share your identity, the EthicsPoint system is designed to maintain your anonymity when requested. For example, it is configured to remove Internet addresses and other information so that the user's identity remains anonymous.

Do reports that I make via the telephone Ethics Hotline receive the same protection as internet based reports do?

Yes. You will be asked to provide the same information that you would provide in an Internet-based report and an EthicsPoint interviewer will type your responses into the EthicsPoint Web site. These reports have the same security and confidentiality measures applied to them during delivery as do reports submitted over the Internet.

What if I face retaliation after making a report?

Teledyne strictly forbids retaliation against any person who reports a concern in good faith. If you believe you have faced retaliation of any kind for reporting a concern, please report it so that the Company can investigate.



Tips & Best Practices

I am aware of some individuals involved with unethical conduct, but it doesn't affect me. Why should I bother reporting it?

You have a responsibility to report any unethical conduct that you observe. Unethical conduct at any level has the potential to harm the Company and all employees, including you.

I am not sure if what I have observed or heard is a violation of company policy, or involves unethical conduct, but it just does not look right to me. What should I do?

File a report. EthicsPoint can help you prepare and file your report so it can be properly understood. We would rather you report a situation that turns out to be harmless than let possible unethical behavior go unchecked because you were not sure if you should report it.

What if my boss or other managers are involved in a violation? Won't they get the report?

The EthicsPoint system and report distribution are designed so that implicated parties are not notified or granted access to reports in which they have been named.

What if I remember something important about the incident after I file the report? Or what if the company has further questions for me concerning my report?

When you file a report at the EthicsPoint Web site or through the EthicsPoint Call Center, you receive a unique user name and are asked to choose a password. You can return to the EthicsPoint system again either by Internet or telephone and access the original report to add more detail or answer questions posed by a company representative and add further information that will help resolve open issues. We strongly suggest that you return to the site in the time specified to answer company questions. If you have chosen not to identify yourself, you and the Company can still have an "anonymous dialogue" regarding your concern.

Are these follow-ups on reports as secure as the first one?

All correspondence submitted through the EthicsPoint site is held in the same confidence as the initial report.



Can I still file a report if I don't have access to the Internet?

You can file an EthicsPoint report from any computer that can access the Internet. If you do not have Internet access or are uncomfortable using a computer, you can call the EthicsPoint hotline, which is available 24 hours a day, 365 days a year.