



Main Page > Commonly Asked Questions

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• **Shouldn't I just report violations to my supervisor, Security, or Human Resources and let them deal with it?**

When you observe behavior that you believe violates our Code of Business Ethics and Conduct, we expect you to report it. You are welcome to bring any concerns forward to your direct supervisor, or other member of our management team. We recognize, however, that there may be circumstances when you are not comfortable reporting the issue in this manner. The Ethics Office telephone and web-based HelpLine are available to accept your report 24 hours a day, 365 days a year.

• **Why should I report what I know? What's in it for me?**

Reporting actual or suspected misconduct allows our Company to investigate potential problems, stop actual misconduct and prevent future issues that could damage our reputation as an industry leader. Consider it your duty to yourself and your co-workers to report what you know.

• **Does management really want me to report potential ethics issues?**

We certainly do. In fact, we need you to report potential ethics issues. You know what is going on in our company. You may have initial knowledge of an activity that may be cause for concern. Your reporting can minimize the potential negative impact on the company and our people.

• **Where do these reports go? Who can access them?**

Reports are entered directly on the third-party vendor's, EthicsPoint, secure server to prevent any possible breach in security. These reports are available to and shared with only those specific individuals within the company who are charged with evaluating and handling these reports.

• **Should I identify myself?**

Many investigations can be more quickly and effectively completed when the reporter is identified because it allows investigators to follow up directly with the reporter. If you choose to identify yourself in reporting your concern, ConocoPhillips will make every reasonable effort to hold your name in confidence during any investigation.

• **What if I face retaliation?**

ConocoPhillips' policy strictly prohibits any retaliation against any person who makes a good faith report of a potential ethical violation. If you believe you have faced retaliation of any kind, please report it so that we can investigate.

• **How is my anonymity maintained?**

EthicsPoint does not trace phone calls or use Caller Identification. EthicsPoint does not generate or maintain internal connection logs containing Internet Protocol (IP) addresses. Reports from your computer would come through a secure Internet portal which does not trace or show user screen names. EthicsPoint also removes Internet addresses to ensure that anonymity in the EthicsPoint system is maintained.

Please note that if you are accessing the ConocoPhillips Ethics HelpLine from a COP computer or through COP systems, ConocoPhillips reserves the right to monitor, access and disclose all information sent through or stored in this computer system, to the extent permitted under applicable local law. If you feel uncomfortable making a report on your work PC, you have the option of using the toll-free telephone HelpLine or a PC outside our work environment (such as one located at home, an Internet café, at a friend's house, etc.) to access the EthicsPoint secure website.



[Return to Main Page](#)

This is NOT an emergency service. Emergencies should be reported through the appropriate emergency call centers and/or your local authorities.

Attention! This web page is hosted on EthicsPoint's secure servers and is not part of the ConocoPhillips website or intranet.