



BASS PRO SHOPS OUTFITTER ETHICS HOTLINE - GUIDELINES

Purpose

Bass Pro Shops has a *Standards of Conduct* and a *Code of Ethics* that establish specific expectations regarding the behavior of its outfitters along with our commitment to maintain effective internal controls to detect and prevent improper activities.

Bass Pro Shops acknowledges its responsibility to investigate and address reports of suspected improper activities or behaviors that are not consistent with our company values, policies, or the law. In response, Bass Pro Shops created an Outfitter Ethics Hotline and contracted an independent company to receive anonymous reports from outfitters. The Hotline serves as another avenue for outfitters to report allegations of suspected wrongful or improper activities, harassment, retaliation, discrimination, theft/dishonesty, and other misconduct. The Hotline provides an important line of communication with key management partners, protects the integrity of Bass Pro Shop's businesses and outfitters, while mitigating risk, and helping to develop a strong ethical culture.

The Outfitter Ethics Hotline allows submission of reports by two methods:

- Phone: 844.783.5360
- Internet: <https://basspro.ethicspoint.com>

Outfitter Ethics Hotline Report

The independent company that services the Outfitter Ethics Hotline provides reported information to the Employee Relations Team at Base Camp consisting of:

1. Director of HR Operations
2. Senior Compliance Manager
3. Employee Relations Manager
4. Employee Relations Partners

The Employee Relations Team understands that impartiality and confidentiality are essential to this process. Upon review of a report, any member of the Team that may have a conflict of interest shall not participate further in any part of that specific case.

Guidelines for Assigning Outfitter Ethics Hotline Reports

All reported cases are reviewed by the Employee Relations Manager and assigned for further investigation to an Employee Relations Partner.

Management Review

Summary information of all outfitter ethics hotline cases are periodically reviewed by HR Senior Leadership and Executive Management as appropriate.