About EthicsPoint

What is EthicsPoint?

EthicsPoint is a secure and confidential reporting tool available to raise concerns or ask questions about ethical behavior, any potential or actual violation of our Code of Conduct, Company policies, or the law. It is operated in the United States by NAVEX Global, an independent third-party, on behalf of Stoneridge, Inc.

Why do we need a system like EthicsPoint?

We believe that our employees are our most important asset. By creating open channels of communication, we promote a positive work environment and maximize productivity.

An effective reporting system supports our efforts to foster a culture of integrity and ethical decision-making.

May I report using either the Internet or the telephone? **Is it really anonymous?**

Yes. With EthicsPoint, you have the ability to file a confidential, anonymous (where allowed by law) report via either the telephone or the Internet.

If you raise a concern anonymously, EthicsPoint cannot determine your identity given that it does not use caller identification or maintain logs containing Internet Protocol (IP) addresses.

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

When you observe behavior that you believe violates our Code of Conduct, Company policies, or the law, we want you to report it. Ideally, you should bring any concerns forward to any supervisor or manager in the Company, your Human Resources team, or the Compliance Department. We recognize, however, that there may be circumstances when you are not comfortable reporting issues in this manner. It is for such circumstances that we have partnered with EthicsPoint.

How does Stoneridge respond to reports?

Reports are entered directly on the Ethics Point secure server. EthicsPoint notifies the Stoneridge Compliance Department when a report has been submitted. All reported concerns are promptly reviewed and a determination is made regarding the appropriate level of investigation and response.

How can I monitor the progress of my report?

You will be provided with a report key and asked to create a password at the end of the reporting process. Save your report key and password. You will need to use these to access the report you submitted.

We encourage you to check back often to answer any follow-up questions, add additional information, or receive a status update or response. If you have identified yourself, a Company representative may contact you directly to ask follow-up questions or to provide a response.

What should I do if I lose my report key and password?

Because submitted reports are confidential, if you lose your report key or password, you will be required to resubmit your concern. You can mention in the resubmitted concern that this relates to a prior concern that you raised.