Why do we need SpeakUp?

Publicly traded companies are required by law to have a reporting program. An effective reporting program fosters a culture of compliance, promotes communication, and cultivates a positive work environment.

What type of situations should I report?

SpeakUp is designed for reporting potential unethical behavior, wrongdoing, misconduct, or actions in conflict with our Code of Ethics and Business Conduct or any Cencora Compliance Policy.

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

When you observe behavior that you believe violates our Code, company policies, laws, or regulations, we expect you to report it. Every team member has a responsibility to report if you become aware of illegal or unethical acts, without fear of retaliation. We recognize that there may be circumstances when you are not comfortable reporting the issue to your direct manager, or other member of our management team. It is for such situations that we provide the SpeakUp program.

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?

Report it through SpeakUp. We'd rather you report a situation that turns out to be harmless than let a possible violation go unchecked.

Where do these reports go? Who can access them?

SpeakUp reports are entered directly on the EthicsPoint secure server to prevent any possible breach in security. Our third-party vendor, NAVEX, makes these reports available only to specific individuals within the company who are charged with evaluating the report, based on the type of violation and location of the incident.

It is my understanding that any report I send from a company computer generates a server log that shows every website that my computer connects with, and won’t this log identify me as a report originator?

NAVEX does not generate or maintain any internal connection logs with IP addresses, so no information linking your computer to any SpeakUp report is available. If you feel uncomfortable making a report on your work computer, you can use a computer outside our work environment through the secure website.

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 through SpeakUp, you receive a unique number called a “Report Key” and are asked to choose a password. Do not lose your report key and password. You will need them if you return to SpeakUp to add more detail or answer questions posed by the company representative investigating the report.