



Reporting Policy

Intent

The purpose of this Reporting Policy (this “Policy”) is to provide individuals with guidance on how to report concerns to Standard Industries Inc. and its subsidiaries (the “Company”), and to describe the protections available to such individuals.

Scope

This Policy is applicable to all employees, contractors, officers, and directors of the Company on a worldwide basis.

Policy

As set forth in the Code of Conduct, the standards of lawful behavior and ethical business principles are an integral part of the Company’s corporate culture. The Company is committed to maintaining an environment in which individuals can report, without fear of retaliation, any conduct that they know to be or believe to be in violation of Company guidelines or policies, or the laws of each country in which our companies do business.

How to Raise A Concern

The Company encourages individuals to ask questions and promptly report their concerns by taking advantage of the breadth of resources that exist within our organization. While individual Company policies may set forth specific reporting recommendations, the following individuals and resources are always available:

- *Managers and Senior Leadership* - Individuals in these roles are available to answer a variety of questions, as they are often the most familiar with the Company guidelines that apply to day-to-day business activities in the organization.
- *Compliance Committee* - Each operating company has created a compliance committee to advance and implement a culture of compliance, and individuals on the committee can help explain the Code of Conduct.
- *Human Resources* - Individuals in this department can explain and answer questions about employment, benefits, and workplace issues, along with Company policies pertaining to the same.
- *Internal Audit and Finance* - Individuals in these departments can answer questions about Company policies related to financial matters, Company controls, and accounting matters.



- *Legal* - Individuals in this department can help explain and interpret the Code of Conduct and can provide guidance about how to conduct business on behalf of the Company in compliance with the law. Concerns related to material non-public information and/or violations of any insider trading policy should be exclusively directed to your Company's General Counsel.
- *Security* - Individuals in this department protect the Company's employees and facilities across the world. Individuals should contact law enforcement and their local security department if there is an immediate danger or threat in the workplace.
- *Standard Industries Ethics Hotline* - Our hotline is available 24 hours a day, seven days a week. This third-party vendor managed Ethics Hotline offers you an additional mechanism for reporting potential violations of safety, security, policy, and ethical behavior, enabling you to report anonymously, where local law permits. The hotline can be reached electronically at standardindustries.ethicspoint.com or via telephone, in North America, at 844-476-9199.

Protection and Support for Individuals Who Make a Report

The Company is committed to protecting those individuals who make a report of misconduct honestly and in good-faith, and forbids retaliation against any person for engaging in activity protected by law, reporting or complaining about a policy violation, or cooperating in any investigation. Individuals who believe that they have been the victim of retaliation are encouraged to immediately contact any of the individuals or resources listed above.

Right to Modify or Change Policies

The Company reserves the right to modify, revoke, suspend, terminate, or change this policy in whole or in part, at any time, with or without notice, subject to applicable law.