

WHAT HAPPENS AFTER YOU MAKE A REPORT

Reporting a concern takes courage and is not always easy. That's why we take all reports of misconduct seriously. When you make a report, you can expect the following:

- We will act swiftly to understand the concern, correct the problem, and prevent future occurrences.
- We make every effort to ensure that investigations are consistent, comprehensive, and confidential to the extent possible.
- We will follow applicable local laws and work with local resources as appropriate.
- We expect ALL employees to cooperate in any investigation of possible wrongdoing.
- We want to receive as much information and detail as possible when you make a report to help us solve any issues that may arise.
- We will respond appropriately, as necessary, and consistent with the law, if an investigation reveals that misconduct has occurred, which can include training and/or disciplinary action, including termination.
- Individuals may also be subject to civil or criminal prosecution for violating the law.



Q: A co-worker has asked me to submit an invoice for services that we never received. This seems suspicious, but I am not sure it is wrong. I do not want to get anyone in trouble. What should I do?

A: It is not easy to report a concern when you do not have all the facts. You should share your concern with your manager or a trusted advisor, such as HR or Legal. An examination of the facts and, if necessary, a thorough investigation can identify whether it is just a misunderstanding or actual wrongdoing. If it is more comfortable, you can report your concern anonymously through the BCC Helpline. If you choose to report anonymously, please remember to provide as much detail as possible so that we can conduct a complete and fair investigation.

Reporting your concern not only helps us detect wrongdoing, it also helps us identify opportunities to improve processes and procedures that could reduce or prevent future misunderstandings or misconduct.

Remember, retaliation will never be tolerated for reporting a concern in good faith, and you will be protected even if you are wrong.

WHEN YOU CALL THE BCC HELPLINE

Good faith reporting of questions and concerns helps protect the Company from intentional and unintentional wrongdoing.

1. Your call will be received by an independent third-party service.
2. The service representative will ask you details about the concern and provide you a report ID that you can use to check the status of your report. If allowed by local laws, you may remain anonymous.
3. The service representative will notify the Owens Corning BCC Team that we have received a new question or concern.
4. The BCC Team will work with internal experts and local resources to resolve or investigate your question or concern, and this may include following up with you to get a better understanding or additional information if you have provided contact information.
5. At the conclusion of an investigation, appropriate action will be taken. In order to maintain confidentiality of the process and participants, we may not be able to share details about the resolution.