

Reporting Concerns FAQs

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Ralliant's Speak Up! Program

What is Ralliant's Speak Up! Program?

At Ralliant we believe in acting with integrity in everything we do. What you do – and the way you do it – matters. Our Speak Up! program encourages and expects you to report possible misconduct as you see or become aware of violations of the law, regulation, our Code of Conduct, or when something just does not seem right.

We have multiple reporting options available to employees.

Why should I Speak Up!?

We all have the right to work in a positive environment and with that right comes the responsibility of acting in an ethical manner and letting the appropriate people know if someone is not acting appropriately. Reporting misconduct is consistent with our Core Value of acting with integrity and our Code of Conduct, which requires that all suspected violations of the law, regulation, or our Code of Conduct be reported. By submitting reports, it allows Ralliant to identify wrongdoing and make improvements. Remember, you are the guardian of our shared commitment to high performance with integrity.

What should I do if someone tells me to “keep quiet” about an issue?

Do not keep quiet! If needed, you can use alternative reporting channels outside your OpCo, including the Speak Up! hotline.

What happens when I Speak Up!?

All reports are kept confidential, taken seriously, and investigated.

Countermeasures, which may include disciplinary action in some instances, may be assigned based on the findings of an investigation.

What if I am concerned about retaliation?

There is **zero tolerance** for any form of retaliation or retribution against an employee who has raised a concern about actual or potential violations. Retaliation includes direct or indirect retaliation or omissions which occur in a work-related context. Employees who cooperate with investigations that may result from employee reports are also protected from any form of retaliation. Any employee who threatens or commits a retaliatory act is subject to disciplinary action.

What are some examples of shared concerns and actions taken?

Report: An employee at an OpCo in Asia used the hotline to report a safety issue of heavy boxes and bulky materials being stacked too high.

Response: The space was rearranged for safety.

Report: A finance employee of an OpCo in Europe used the Speak Up! program to report expense receipts that had been falsified.

Response: After investigation and substantiation of concern, the accused employee was terminated.

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

When you observe some behavior that you believe violates our Code of Conduct, any company policy or procedure, or any law or regulation, we expect you to report it. You can report such concerns to your direct manager or other member of our management team, Ralliant or your OpCo's HR, Legal or Compliance Department, or Ralliant Internal Audit. Depending on your comfort level, you may choose to report to the Speak Up! hotline instead. Concerns raised to Speak Up! will be handled promptly by the Global team, which includes Ralliant and OpCo Legal/Compliance, and assigned investigator(s), along with HR where appropriate. The Speak Up! hotline also provides information about other reporting resources, including local reporting channels where available. Ultimately, we want you report concerns and not keep the information to yourself.

Does management really want me to report?

Yes, they do. In fact, they need you to report. You know what is going on in our company - both good and bad. You may have initial knowledge of an activity that may be cause for concern. Your reporting can lead to quicker remediation and minimize the potential negative impact on the company and our people. Also, offering positive input may help identify issues that can improve corporate culture and performance.

Speak Up!/EthicsPoint Hotline

What is Ralliant's "Speak Up!" Hotline?

The Speak Up! hotline is accessible 24 hours a day, 365 days a year, to allow all individuals associated with Ralliant to share their concerns about potential compliance violations. Staff speak over 20 languages, and reporters may choose to remain anonymous unless local law restricts it.

Concerns raised to Speak Up! will be handled promptly by the Global team, which includes Ralliant and OpCo Legal/Compliance, and assigned investigator(s), along with HR where appropriate. The existence and the details of an internal report and the details of any related investigation will be kept confidential and shared only with those authorized to access the concern.

The Speak Up! hotline is hosted through EthicsPoint, a comprehensive and confidential third-party reporting tool created by NAVEX to assist management and employees in working together to address fraud, abuse, and other misconduct in the workplace, all while cultivating a positive work environment. The Speak Up! hotline can be accessed directly by:

- 1. Calling the Hotline:** Countries with Ralliant operations have their own unique dial-in number allowing employees to submit reports in their local language. Available local telephone numbers for each country can be accessed on the Speak Up! site. Select your country name under "To Make a New Report," and you will then see the dialing instructions for your country.
- 2. Reporting Online:** Answer the questions that appear under "To Make a New Report" on the Speak Up! site.

What if I don't want to report using the Speak Up! hotline?

You can also report concerns to:

- Your manager
- Another manager or supervisor
- Ralliant or your OpCo's HR, Legal or Compliance Department
- Ralliant Internal Audit

- Information about reporting channels, including local reporting channels where available, can be found through the Speak Up! hotline at Ralliant.ethicspoint.com.
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If I submit a report anonymously, how will I find out the outcome of the issue?
The Speak Up! hotline assigns a unique identification number for each submitted report. No one else but you has this unique identification number, and so it is important that you keep this number in order to check on the status and see if Ralliant has asked any follow-up questions or requested additional information.

Will the company keep my report confidential?

Reports of concerns raised are kept confidential and are shared only with a small group of people authorized to access them and evaluate and resolve the matter. You may make an anonymous report (except where prohibited by local law) via the Speak Up! platform, but we encourage you to identify yourself so that we can have additional communication on a matter and thus conduct a more effective investigation.

Will the company tell me the outcome of my report?

You will be informed of the status of your report (open, pending, closed). Except where required by law, you will not always know the outcome as specific findings and any actions taken to address the matter are considered confidential in most cases.

Why do we need a system like EthicsPoint that hosts our Speak Up! hotline?

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

- Publicly traded companies are required by law to have an anonymous reporting vehicle to address accounting and auditing fraud directly to the audit committee.
 - An effective reporting system will augment our other efforts to foster a culture of integrity and ethical decision-making.
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Where do the reports made through the Speak Up! hotline (hosted by EthicsPoint) go? Who can access them?

Reports of concerns raised are entered directly on the NAVEX EthicsPoint secure server to prevent any possible breach in security. EthicsPoint makes these reports available only to a small number of individuals within the company authorized to enter information about the reports of concern and evaluate and resolve the matters, based on the type of violation and location of the incident. Each of these report recipients has had training in keeping these reports in the utmost confidence.

Isn't Speak Up! just an example of someone watching over me?

The focus and intent of Speak Up! is a positive aspect of our overall philosophy to ensure a safe, secure, and ethical workplace. You are encouraged to seek guidance on ethical dilemmas, provide positive suggestions, or communicate a concern. Effective communication is critical in today's workplace and this is a great tool to enhance that communication.

We have carefully chosen the EthicsPoint reporting tool to meet our compliance obligations while maintaining a positive reporting environment.

Reporting Security & Confidentiality

It is my understanding that any report I send from a company computer generates a server log that shows every website that my PC connects with, and won't this log identify me as a report originator if I use the Speak Up! EthicsPoint platform?

EthicsPoint does not generate or maintain any internal connection logs with IP addresses, so no information linking your PC to EthicsPoint is available. In fact, EthicsPoint is contractually committed not to pursue a reporter's identity.

If you feel uncomfortable making a report on your work PC, you have the option of using a PC outside our work environment (such as one located at an Internet café, at a friend's house, etc.) through the EthicsPoint secure website.

Can I file a report from home and remain anonymous?

A report from home, a neighbor's computer, or any Internet portal will remain secure and anonymous. An Internet portal never identifies a visitor by screen name and the EthicsPoint system strips away Internet addresses so that anonymity is totally maintained. Plus, EthicsPoint is contractually committed not to pursue a reporter's identity.

I am concerned that the information I provide to Speak Up! through EthicsPoint will ultimately reveal my identity. How can you assure me that will not happen?

The EthicsPoint system is designed to protect your anonymity. However, if you wish to remain anonymous, you - as a reporting party - need to ensure that the body of the report does not reveal your identity by accident. For example, "From my cube next to Jan Smith..." or "In my 33 years...".

Is the Speak Up! telephone toll-free hotline confidential and anonymous too?

Yes. You will be asked to provide the same information that you would provide in an Internet-based report and an interviewer will type your responses into the EthicsPoint website. These reports have the same security and confidentiality measures applied to them during delivery.

What if I want to be identified with my report when I file a Speak Up! through EthicsPoint?

There is a section in the EthicsPoint report for identifying yourself if you wish.

Tips & Best Practices

I am aware of some individuals involved with unethical conduct, but it doesn't affect me. Why should I bother reporting it?

Our company chooses to promote ethical behavior. All unethical conduct, at any level, ultimately hurts the company and all employees, including you. You only have to consider what happened in recent corporate scandals to see the disastrous effects that a seemingly harmless lapse in ethics can have on an otherwise healthy company. If you know of any incidents of misconduct or ethical violations, consider it your duty to yourself and your coworkers to report it.

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?

File a report. The Speak Up! hotline hosted through EthicsPoint can help you prepare and file your report so it can be properly understood. We'd rather you report a situation that turns out to be harmless than let possible unethical behavior go unchecked because you weren't sure.

What if my boss or other managers are involved in a violation? Won't they get the report and try to cover it up?

Reports of concerns submitted through the Speak Up! hotline hosted through EthicsPoint are received and assessed by a small group of individuals authorized to access the reports of concerns. Implicated parties are not given access to reports of concern in which they have been named.

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 at the Speak Up! website or Call Center hosted through EthicsPoint, you receive a unique username and are asked to choose a password. You can return to the Speak Up! website hosted by EthicsPoint again either by Internet or telephone and access the original report to add more detail or answer

questions posed by a company representative and add further information that will help resolve open issues. We strongly suggest that you return to the site in the time specified to answer company questions. You and the company now have entered into an “anonymous dialogue,” where situations are not only identified, but can also be resolved, no matter how complex.

Are these follow-ups on reports as secure as the first one?

All EthicsPoint correspondences are held in the same strict confidence as the initial report, continuing under the umbrella of anonymity.

Can I still file a report if I don't have access to the Internet?

You can file a Speak Up! report from any computer that can access the Internet. You can file from home. Many public locations, including the public library, have Internet computers. If you don't have access to or are uncomfortable using a computer, you can call the Speak Up! toll-free hotline, which is available 24 hours a day, 365 days a year.
