

Ethics for Everyone

The core of Linamar’s culture is an environment built on trust and integrity. The role of each Linamar stakeholder is to ensure that any ethical concerns are brought to the attention of the company. The role of Linamar is to listen and investigate these concerns. By having a transparent reporting process to communicate ethical concerns, the company can be confident it is upholding Linamar’s values and codes of conduct.

Every business is required, by law, to actively address reports of potential fraud, corruption, or unethical behaviour. Through commitments to the Ontario Securities Commission and the Linamar Audit Committee, and by requirement of the law, Linamar has partnered with NavexGlobal to utilize their EthicsPoint HelpLine. This third party reporting system provides stakeholders of Linamar with a way to confidentially ask questions or report concerns regarding the ethics of those acting on behalf of Linamar without the fear of retaliation.

When Filing a Report with EthicsPoint

- Will be asked to provide detailed information about the incident (i.e. who, what, why, where, when and how)
- May remain anonymous throughout the entire process, however this may prevent complete investigation
- Are unable to retrieve password if forgotten, due to confidentiality
- Use login and password provided to check on status of report as additional information may be required to help with the investigation
- May not necessarily be told any details of, or results arising from the investigation, for legal and privacy purposes

Examples of Behaviours that Should be Reported

- Witnessing an employee clocking in or out for an absent employee
- Theft of property
- Falsifying Statistical Process Control (SPC) data
- Questionable supplier contracts
- Violation of the Basic Code on Working Conditions

The Ethics for Everyone HelpLine

Process for Reporting

