

ASKING QUESTIONS AND RAISING CONCERNS

Your Duty to Speak Up

No company can live up to its commitment to act with integrity if we, as individuals, do not speak up when we should. That is why, in addition to knowing the legal and ethical responsibilities that apply to your job, you should speak up if:

- You are ever unsure about the proper course of action and need advice; or
- You believe that someone acting on behalf of Simmons is doing – or may be about to do – something that violates the law or Simmons' Code.