

ASKING QUESTIONS, RAISING CONCERNS AND GETTING GUIDANCE

Georgia-Pacific employees have a responsibility and must have the courage to ask questions and raise concerns about compliance or ethical behavior. When you know of, or suspect a possible violation, you have a responsibility to report, in good faith, that information.

Retaliation, retribution or harassment against any employee who, in good faith, asks any question or raises any concern regarding ethical behavior or compliance responsibilities is against company policy and is prohibited. “Good faith” does not mean that a reported concern must be correct, but it does require that you believe you are providing complete and truthful information when you report a concern or ask a question.

Options for Asking Questions, Raising Concerns and Getting Guidance

If you are uncertain whether your own conduct is proper, ask for help from any of the options available to you including contacting Georgia-Pacific’s GuideLine:

GUIDELINE		
Country	GuideLine Numbers	GuideLine On-Line
U.S.		
U.S.	1-800-216-8007	www.mykochguideline.com
Non-U.S.		
To access the GuideLine outside the U.S. please reference this URL		www.mykochguideline.com

While most countries permit anonymous reporting, we encourage and invite you to self-identify.

The information you provide, including your identity if you self-identify, will be maintained as confidential to the extent possible, and consistent with our legal and ethical responsibilities. As a reminder, as described in the Code of Conduct, you also have other reporting options for asking questions and raising concerns including; your immediate supervisor, any member of management, any local or corporate human resources leader, any representative from the Compliance & Ethics department, or any lawyer in Legal.