Textron is committed to acting responsibly, safely and ethically as we build and maintain relationships with our customers, employees, business partners, suppliers, shareholders and our communities. This report summarizes our activities during 2017 to minimize our company’s impact on the environment, champion the health, safety and career development of our employees, and steer our business on the right legal and ethical course.

**Textron’s corporate responsibility commitment encompasses four primary focus areas:**

**Our Communities and Charitable Giving:**
Through volunteerism, philanthropic giving and the non-profit Textron Charitable Trust, we support a wide variety of charitable organizations and community interests in the places we do business, work and live.

**The Environment:**
Textron’s annual goal setting process and sustainability projects advance our efforts to minimize our consumption of energy and natural resources and impact on the environment.

**Our People:**
Delivering leading-edge products and services to our customers starts with our people. That’s why we continuously work to make our operations safer, offer employee health and well-being programs, create great opportunities for our workforce and build an environment where all employees are treated with dignity and respect.

**Ethics and Compliance:**
Our high ethical standards stem from our values of integrity, respect, trust and the pursuit of excellence. We are committed to conducting our business with these values in mind at all times.

The results of our efforts in each of these focus areas are a source of pride and reflect our ongoing commitment to corporate responsibility. With a constant goal of improving, we will continue to measure our progress and strengthen our connections with all of those who share in our global corporate citizenship journey.

Scott C. Donnelly
Chairman and Chief Executive Officer
Textron Inc. is a multi-industry company recognized for powerful brands such as Bell, Cessna, Beechcraft, E-Z-GO, Lycoming, Textron Off Road, Arctic Cat and many more. Our global network of aircraft, defense, industrial and finance businesses provides our customers with innovative products and services.

What began as a small New England business in 1923 has grown into today’s $14.2 billion company. We serve customers in a variety of industries including aerospace and defense, specialized vehicles, turf care and automotive systems.

Throughout our history, Textron’s businesses have been a source of ground-breaking technologies and industry-firsts. Major steps in the evolution of aircraft, rotorcraft, armored vehicles, electrical vehicles and automotive systems have emerged from our product development pipelines.

Our Business Segments
We conduct our business through five operating segments: Textron Aviation, Bell, Textron Systems, Industrial and Finance.

- **Textron Aviation** is a leader in general aviation. Textron Aviation manufactures, sells and services Beechcraft and Cessna aircraft, and services the Hawker brand of business jets.

- **Bell** is an industry-leading producer of commercial and military vertical lift aircraft and the pioneer of the revolutionary tiltrotor aircraft.

- **Textron Systems’** product lines consist of unmanned systems, marine and land systems, and simulation, training and other defense and aviation mission support products and services.

- **Our Industrial** segment offers two main product lines: fuel systems and functional components produced by Kautex and specialized vehicles manufactured by the Textron Specialized Vehicles businesses.

- **The Finance** segment provides financing primarily to purchasers of new and pre-owned Textron Aviation aircraft and Bell helicopters.

The day-to-day operations of our businesses are conducted through various subsidiaries and operating divisions while oversight, direction and assistance are provided by Textron’s Corporate Office consistent with sound governance practices. For more details about our structure, governance, leadership and financial performance, refer to www.textron.com, the Textron 2017 Annual Report or the Textron 2017 Fact Book.
Textron is more than a family of businesses and powerful brands. We realize the talented workforce that creates our innovative products is deeply connected to the communities where we live and work. Our company’s continued success depends on acting responsibly, sustainably, safely and ethically.

We uphold our commitment by:

- Supporting non-profit organizations through partnerships with local charities, active volunteerism, philanthropic giving and our non-profit Textron Charitable Trust.
- Working to decrease the environmental impact of our business activities throughout our operations.
- Enhancing workplace safety and the health and well-being of our employees.
- Offering our employees opportunities to grow and develop their careers.
- Working to increase the diversity of our workforce and supporting inclusive workplaces.
- Ensuring that our businesses are always striving for the right legal and ethical course by upholding our values of integrity, trust, respect and pursuit of excellence in our business and community interactions.

At Textron we are committed to the values of INTEGRITY, RESPECT, TRUST and PURSUIT OF EXCELLENCE in all relationships with CUSTOMERS, EMPLOYEES, BUSINESS PARTNERS, SUPPLIERS, SHAREHOLDERS, the COMMUNITY and the ENVIRONMENT.
OUR COMMITMENT TO
OUR COMMUNITIES

VOLUNTEERISM IS ALIVE AND WELL WITH TEXTRON EMPLOYEES

Across Textron, our employees engage with nonprofit organizations in their local communities.

Here are just a few examples from 2017:

- In Wichita, Kansas, Textron Aviation sponsored its 10th Habitat for Humanity home. Through the “Rock the Block” initiative, Wichita’s Habitat for Humanity transforms empty lots into homes. Approximately 200 employees provided over 1,200 volunteer hours to build a new home for a family in need.

- From helicopter ride raffle tickets to online donations, Bell employees in Fort Worth and Amarillo, Texas raised more than $135,000 to help champion the March of Dimes, doing their part to give babies a fighting chance at life. They set and exceeded aggressive goals to support the 2017 campaign by raising funds, registering walkers and getting the word out about their mission.

- In Providence, Rhode Island, Textron and the Textron Charitable Trust supported the RI Special Olympics as the organization celebrated its 50th anniversary. A group of employee volunteers and twelve E-Z-GO golf cars were on hand to support the annual Summer Olympics games.

- In Augusta, Georgia, Textron Specialized Vehicles hosted the 23rd Annual Textron Specialized Vehicles Golf Classic. Approximately $25,000 in proceeds from the tournament were split between the Boys & Girls Club of the Central Savannah River Area and The First Tee of Aiken to improve their facilities, purchase new equipment, and expand programs to enrich the lives of young people throughout the community.
OUR COMMITMENT TO
OUR COMMUNITIES

TALENT AND WORKFORCE DEVELOPMENT WITH COMMUNITY PARTNERSHIPS

Across many Textron businesses, we have created and continue to develop programs to support workforce development in our local communities.

Here are just two examples:

In Augusta, Georgia, Textron Specialized Vehicles (TSV) reached out to the Richmond County School System suggesting a partnership which resulted in the creation of the Reaching Potential Through Manufacturing (“RPM”) program. Through combined investment from TSV and the Richmond County School System, the RPM program combines academic instruction with hands-on manufacturing experience. Students who participate in the program earn academic credit toward their high-school diplomas while also receiving training in life and job skills and earning income. The RPM program started in 2016 with 75 students and in 2017 grew to 95 students. By the end of 2017 fifteen graduates from the program accepted full-time positions with TSV. In addition, the RPM program increases attendance and graduation rates for at-risk students in the Richmond County School system.

In Wichita, Kansas, Textron Aviation partners with the Kansas Workforce Alliance to connect young adults to job experiences as they are developing their career interests via six-week summer internships, through the Youth Employment Project (YEP). This relationship exposes students to the aviation industry and its wide range of career opportunities in areas such as manufacturing, product engineering, customer service, human resources and other functions. In 2017, five interns participated in the first year of the program and more signed up in 2018.
Textron works diligently to build a better worldwide community and to be a responsible corporate citizen. Through active volunteerism and philanthropic giving, we work alongside nonprofit organizations that address needs within our local communities.

In 2017, Textron, including its business units and the Textron Charitable Trust, gave more than $6.8 million to support the work these organizations do to better our communities.

**2017 Charitable Contributions**

Total: $6,841,065

9% increase over 2016

- **Matching Gifts**
  - $1,825,547 (27%)
- **United Way**
  - $798,957 (12%)
- **Workforce Development & Education**
  - $1,611,387 (23%)
- **Healthy Families / Vibrant Communities**
  - $2,605,173 (38%)

**THE TEXTRON CHARITABLE TRUST**

The Textron Charitable Trust is a private, nonprofit foundation sponsored by Textron Inc. The Trust provides philanthropic support for nonprofit agencies that focus on workforce development, education, arts and culture, community revitalization, and health and human service programs where Textron has a major business presence.
Textron’s charitable giving comes from two sources: Textron Inc., including its business units, and the Textron Charitable Trust.

Our direct charitable giving, which comprised more than half of our total 2017 charitable giving of $6.8 million, was made in the form of grants, event sponsorships and general funding, and is largely focused in two areas: Workforce Development & Education and Healthy Families/Vibrant Communities. Within these areas of focus, we support non-profit organizations that address issues related to workforce development, education, arts and culture, community revitalization and health and human services programs in communities where Textron has a major business presence.

38% | HEALTHY FAMILIES/VIBRANT COMMUNITIES | $2,605,173

The focus of these programs is to invest in the quality of life in the communities where we do business. A wide range of organizations fit this description, encompassing arts and culture, community revitalization and/or health and human services.

23% | WORKFORCE DEVELOPMENT & EDUCATION | $1,611,387

These programs help develop our communities’ future workforce, providing educational experiences for people of all ages and socioeconomic backgrounds. They include job training and employment development, educational enrichment and mentoring programs for youth and college/university assistance.

27% | MATCHING GIFTS | $1,825,547

Through the Textron Matching Gifts program, full time employee donations to 501c(3) organizations are matched dollar for dollar up to $7,500 per individual per calendar year. This program provides an opportunity to join with employees in supporting the charitable organizations to which they choose to donate. The Textron Charitable Trust provides funding for the program. More than 2,600 employees made a charitable gift which was matched by Textron through the program in 2017.

12% | UNITED WAY | $798,957

This amount reflects annual grants to the United Way made by Textron business units and the Textron Charitable Trust. In addition, each year, Textron businesses organize United Way giving campaigns to facilitate contributions by employees to non-profit organizations that address local needs within their communities. The United Way partners with member agencies to support initiatives in education, employment, health and the creation of strong neighborhoods. In addition to the contributions from Textron entities, over 7,200 employees also contributed to the United Way through our efforts.
Textron understands its responsibility to participate in working toward a sustainable future for the environment. Our responsibility to the environment starts with our compliance with regulatory requirements and is supported by our Textron Global EHS Policies and Standards in all countries where we operate. Beyond compliance, we are focused on reducing the energy and natural resource intensity of our operations and contributing positively to the communities in which we operate. Along these lines, all Textron business units set annual targets for energy efficiency, greenhouse gas emissions reduction and waste minimization. These targets vary by business and generally represent between a 1 and 2.5% annual improvement.

The charts below show our 2017 performance and progress over the past four years. Our ultimate long-range vision is zero adverse environmental impact.

**ENERGY**

2017 Energy and Fuel Consumption
5,495,451 mmBTUs

2014 | 0.46
2015 | 0.45
2016 | 0.41
2017 | 0.40

4-Year Trend
Energy Intensity* (mmBTU/Revenue)

*Intensity metrics are normalized to revenue.
OUR COMMITMENT TO
THE ENVIRONMENT

WASTE MINIMIZATION

2017 Waste Profile
49,884,228 Lbs.

Non-Hazardous Waste Disposed
42,982,334 Lbs. 86%

Hazardous Waste Disposed
6,901,894 Lbs. 14%

2014 | 3.99
2015 | 3.83
2016 | 3.71
2017 | 3.63

4-Year Trend
Waste Intensity* (Lbs/Revenue)
*Intensity metrics are normalized to revenue.

RECYCLING

2017 Recycling Snapshot
Total Waste Recycled: 86.3 Million Lbs 63% Recycling Rate
OUR COMMITMENT TO
THE ENVIRONMENT

GREENHOUSE GAS EMISSIONS (GHG)

2017 Greenhouse Gas Emissions
669,225 metric tons*

*Greenhouse gas (GHG) emissions are determined following the Greenhouse Gas Protocols of the World Business Council for Sustainable Development and the World Resource Institute. Consistent with these protocols, Textron accounts for direct (Scope 1) and indirect (Scope 2) GHG emissions in terms of CO2-equivalents.

WATER CONSUMPTION

2017 Total Water Consumed
962,092,730 GAL
OUR COMMITMENT TO OUR PEOPLE

WORKPLACE SAFETY

Textron is committed to maintaining and enhancing the safety and well-being of our employees. We promote a culture of continuous improvement and individual accountability to strive for our ultimate vision of zero workplace injuries.

At the corporate level, our Global Environmental Health and Safety (EHS) Policies and Standards establish a management system framework that includes goal setting, risk reduction, compliance auditing, and performance reporting. Our businesses augment the corporate program with management systems of their own. For instance, Kautex facilities are ISO 14001 and OHSAS 18001 certified. The overall program is guided by the Textron EHS Council, whose members include the senior EHS leaders from the Textron corporate office and each Textron business unit. We use an annual goal setting process to drive environmental and injury rate improvements. The injury rate reduction goal is a performance metric that resides at the highest level of the organization. Performance to this goal is reported to Textron’s Audit Committee and is tracked and reported to senior leadership as part of our Plan-Do-Check-Act process.

Textron uses various metrics to evaluate health and safety performance globally. The United States Department of Labor Occupational Safety & Health Administration (OSHA) recordkeeping rules are the guidelines all Textron facilities use for reporting injuries. In 2017 we had a Total Recordable Injury Rate (TRIR) of 1.16 and a Lost Time Injury Rate (LTIR) of 0.31.
TEXTRON’S ENVIRONMENTAL HEALTH AND SAFETY FRAMEWORK

Textron’s EHS Vision and Operating Principles arise from our company values of integrity, respect, trust and the pursuit of excellence in all relationships with customers, employees, business partners, suppliers, shareholders, the community and the environment.

Our EHS Vision:

We are committed to the health and safety of our employees, contractors, and communities. We will actively champion environmentally sound practices and safe behaviors. We will continuously improve our processes, require individual accountability and demonstrate leadership to strive for zero injuries and illnesses, maximize elimination of adverse environmental impacts, and contribute positively to the communities in which we operate.

Our EHS Principles:

• No job or activity is worth risking injury
• Working safely and in an environmentally responsible manner is a condition of employment
• Each of us is responsible for the safe behavior of ourselves and others
• Environmental, Health and Safety is led by senior management, implemented by line management, with each level accountable to the one above and responsible for the one below
• We will design and integrate Environmental, Health and Safety into our products, our facilities, and into our management process
• All employees will be provided the necessary knowledge, skills and abilities to work safely
• Strong environmental, health and safety performance is good business
OUR COMMITMENT TO
OUR PEOPLE

RECOGNIZING EMPLOYEE-LED IMPROVEMENTS TO ENVIRONMENTAL, HEALTH AND SAFETY

Each year, the Textron Environmental, Health & Safety Award for Excellence recognizes extraordinary achievements by our employees within the categories of safety, ergonomics, health and wellness and sustainability. Textron’s EHS Council chooses a winning team who has successfully implemented a project within each of those categories. Below are two of the winning projects from 2017.

Improving ERGONOMICS at Textron Aviation: The Longitude Wing Robotic Drill Cell

The Citation Longitude, a super-midsize jet currently under development by Textron Aviation, features the longest wing to ever be assembled at the Wichita, Kansas plant. The team designed and implemented the Longitude Wing Robotic Drill Cell, an automated solution to reduce ergonomic injuries caused by repetitive, manual drilling on the aluminum wing spars (the main structural components of the wing). This six-axis robot traverses the length of the Longitude wing and uses an auto-feed drill on a mobile platform.

THE RESULTS

- **15,000** manual drilling operations eliminated per wing
- **87%** reduction in opportunities for injury
- **80%** reduction in cycle time

Fostering a SAFETY Culture at Bell: The Bell Safety Advocate Program

Bell created a safety culture where employees at all levels are trained to identify unsafe conditions and behaviors and feel empowered to identify solutions. The Bell team designed and launched the Bell Safety Advocate Program, creating standard work processes, training and tools for their employee safety advocates. These safety advocates are now the lead trainers for critical high-risk activities on the shop floor. The safety advocates use peer-to-peer training to foster trust and accountability.

THE RESULTS

- **58%** increase in Near Miss reporting
- **Total Recordable Injury Rate (TRIR) of 0.67** at Bell Ft. Worth
- **Increase** in safety advocate volunteers
EMPLOYEE HEALTH AND WELL-BEING

Textron believes that a healthy workforce is more likely to be engaged, empowered and successful. We strive to develop a culture that empowers employees and their families to adopt and maintain a healthy lifestyle. Our well-being core operating principles are:

- Healthy, empowered employees are safer and more productive.
- A healthy work environment promotes healthy lifestyles.

Our businesses offer a wide range of well-being services for employees and their families and regularly solicit feedback to ensure services and resources are meeting their needs. Our initiatives are centered around three major core activities:

- Developing healthy worksites conducive to well-being.
- Enhancing the employee well-being experience through reduced rates on fitness club memberships or onsite fitness facilities and health and wellness offerings, such as influenza immunizations.
- Promoting programs focused on physical, mental, financial and social well-being that meet the needs of our workforce.

BELL ACHIEVES “BLUE ZONE” STATUS WITH THE CITY OF FORT WORTH

The Blue Zones Project® is a community-based well-being improvement initiative that encourages improvements to communities with a goal of enabling people to live longer, healthier lives. Participants such as worksites, schools and local businesses can make changes that benefit the community with lowered healthcare costs, improved productivity, and ultimately, a higher quality of life.

In 2017 Bell celebrated being named as a Blue Zones Project Approved™ Worksite in Fort Worth, Texas. As a large Fort Worth employer, Bell agreed to participate in the initiative and, to date, nearly 1,000 employees have taken the Blue Zones personal pledge to live a longer, better life and to make their community a better place to live.

In addition to scheduling daily stretch breaks, employees have easy access to campus maps with paths to track their steps, individual quiet rooms for meditation or lactation and healthy options on the café menu at the Lawrence D. Bell Employee Center. The café earned its own designation as a Blue Zones Project Approved™ restaurant.

“When you’re healthy, the city is healthy and there’s goodness for everyone involved...lower healthcare costs, higher productivity and happier citizens. What you’ve done here at Bell – by becoming a Blue Zones Approved Worksite – helps set the tone for other large community partners to follow.” - Fort Worth Mayor Betsy Price
OUR COMMITMENT TO
OUR PEOPLE

CAREER DEVELOPMENT

Textron’s talent strategy is to grow and develop our people internally. We focus on developing employees throughout the Textron enterprise so we have the right people in the right jobs at the right time. When positions become available, we want our employees to be prepared to take on new opportunities and continue to challenge themselves.

Our talent development programs are tailored for employees at each stage of their careers and include a mix of enterprise-wide and business unit-specific programs.

- **Entry Level Programs**
  - The **Textron Leadership Development Program** offers roughly 250 participants a year across all functions an opportunity to take rotational assignments at two or more of our businesses over a two-year period.
  - **Rotational programs** within some of our business units allow early career professionals exposure within functional areas such as engineering, integrated supply chain, sales and human resources.

- **Mid-Career Programs** – our business units offer various programs designed for experienced professionals to broaden their skillsets, from functional development to curricula designed to transition individual contributors into leadership roles.

- **Leadership Programs** – Textron offers formal training for leaders, with programs customized for first time managers, managers of managers, directors and vice-presidents.

Alongside on-the-job training, a wide variety of skills-based training is also offered to our employees by Textron University, an internal corporate resource which provides facilitated classroom professional and leadership development programs and an online portal to take web-based courses, register for classroom programs, access advanced skills technical training and manage recertification of existing qualifications.

In addition, Textron’s Educational Assistance Program reimburses employees for expenses from approved degree or certification programs from institutions accredited by the U.S. Department of Education. Expenses eligible for reimbursement (up to an annual limit) include costs for tuition, books, registration fees, laboratory, College Equivalency Programs and administrative fees.

Textron has a formal annual talent review process in which the current and future talent needs of each business are assessed. Paired with ongoing workforce planning, this process enables our talented employees to be challenged with new and unique assignments as our businesses grow and evolve. In addition, leaders from our functional areas within each business belong to enterprise-wide councils which conduct annual talent reviews. In this way, employees who are ready to assume significant leadership roles can be matched to opportunities that best fit their career path, which may be in other businesses within the enterprise.

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2017 Career Development at Textron at a Glance in 2017

- **1,626** employees utilized tuition reimbursement via the Educational Assistance Program
- **$7.9 MILLION** reimbursed to employees via the Educational Assistance Program
- **More than 850** instructor-led formal professional and leadership development classes conducted Educational Assistance Program
- **More than 19,000** employees participated in professional, technical or leadership development instructor-led classes
- **More than 58,000** online professional and technical development courses completed by employees
DIVERSITY AND INCLUSION

Textron is committed to having a diverse workforce and inclusive workplaces throughout our global operations. We believe that our highly talented employees, who have a variety of perspectives, cultures and experiences, create a strategic advantage. We support inclusive workplaces where employees feel valued and respected.

EQUAL EMPLOYMENT OPPORTUNITY AT TEXTRON

Textron is committed to providing Equal Opportunity in Employment to all applicants and employees regardless of race, color, religion, sex (including pregnancy), age, national and ethnic origin, marital status, military service or obligation, veteran status, handicap, physical or mental disability, sexual orientation, gender identity and expression, genetic information or any other characteristic protected by law. This commitment must be followed in all aspects of employment and personnel practices including but not limited to: recruitment, hiring, placement, performance evaluation, upgrading or promotion, demotion, transfer, compensation, benefits, layoff and recall, training and development, social and recreational programs and application of all company policies, procedures, and benefits.

Within the United States, it is Textron’s policy to take affirmative action to employ and to advance in employment, all persons regardless of their race, sex, status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. Textron develops annual Affirmative Action plans with specific goals to support the employment and advancement and fair pay of minorities, women, qualified disabled persons and veterans.

We are dedicated to maintaining a workplace free of harassment or discrimination and where all employees are treated with dignity and respect. Employees are encouraged to report any suspected harassment or discriminatory conduct, and the Company is committed to investigating all reports of harassing and/or discriminatory conduct and taking appropriate action in response where an investigation reveals any prohibited conduct. Managers and supervisors are specifically responsible for taking actions to prevent violations of Textron’s equal employment opportunity policy and to maintain a work environment that is free from harassment or discrimination and reporting any conduct that violates this commitment. Retaliation of any kind against employees for reporting discrimination or participating in investigations is expressly prohibited.
Integrity is the cornerstone of the way we do business at Textron. Our adherence to a strict standard of ethical behavior is not only the right thing to do but has earned us the trust and respect of our customers, shareholders, employees and the communities where we live and work.

All Textron employees - regardless of position or title - are accountable for safeguarding and furthering the high ethical standards associated with our company in the global marketplace. Adherence to our policies and the laws and regulations of each country within which we conduct business is expected. Our values of integrity, respect, trust and the pursuit of excellence are the foundation of our culture of responsible and ethical behavior.

For more than 30 years, Textron’s Ethics and Compliance Program has provided a road map and resources for our employees and has continued to evolve with changes in our business and regulations. The Program requires each of our business units to assess ethics and compliance risks annually and, based upon changes in the business, the operating environment and other factors, prepare annual risk-based Ethics and Compliance Action Plans which include action steps for risk mitigation. A variety of rigorous processes, ongoing monitoring, audits to detect violations, self-assessments by each Textron business unit and other performance checks are in place to ensure we are on the right course.

Oversight of Textron’s Ethics and Compliance Program resides at the highest levels of the organization. The Textron Steering Committee on Corporate Ethics and Compliance Program is responsible for oversight and review of the Program as well as its implementation and effectiveness. The Committee meets quarterly, and its members include Textron’s Chairman and Chief Executive Officer, Executive Vice President and Chief Financial Officer, and Executive Vice President, Human Resources. The Committee is chaired by the Executive Vice President, General Counsel and Chief Compliance Officer of Textron Inc., who also reports to the Audit Committee of the Board of Directors on legal, ethics and compliance matters at each Audit Committee meeting.

Textron’s Business Conduct Guidelines reflect our philosophy and best practices in providing ethics and compliance guidance. Our Business Conduct Guidelines apply to our Board of Directors and every Textron employee around the world. They define our values and our code of conduct and point the way for all of us.
OUR COMMITMENT TO
ETHICS AND COMPLIANCE

REINFORCING ETHICAL AND COMPLIANT BEHAVIORS

**Business Conduct Guidelines and Compliance Certifications**
All new employees are asked to review and acknowledge receipt of Textron’s Business Conduct Guidelines, which constitute our Code of Conduct, and we administer annual employee compliance certifications for both our Business Conduct Guidelines and our Global Anti-Corruption Compliance Policy.

**Ethics & Compliance Action Plans**
Each business unit adopts an annual plan to mitigate compliance risk.

**Compliance Training Modules**
Training and awareness are an integral part of the Ethics and Compliance Program. Live and/or online compliance training are required for employees, including management. More than 125,000 online training modules were completed by our employees in 2017.

**Recognizing Our Employees**
Textron employees are recognized for their achievements in ethics and compliance in one of three categories - Culture, Standards and Procedures, and Communication and Training - through Textron’s annual Ethics and Compliance Award for Excellence. Positive reinforcement of best practices encourages our employees to make ethics and compliance a priority.

**Ethics Helpline**
Multiple avenues exist to raise issues, ask questions or report violations without fear of retaliation, including through our confidential Ethics and Compliance HelpLine.