

# Howmet Aerospace Integrity Line

Leading with Integrity



Every Howmet Aerospace employee, every day, must live by our Values. They serve as our moral compass, the way to achieve our True North.



Howmet Aerospace's Code of Conduct serves as a roadmap for how we conduct business, ensuring we live up to our high standards and guiding us to do the right thing. Access the Code at <https://www.howmet.com/code-of-conduct> or contact Human Resources to request a copy.

## HOW CAN I CONTACT THE INTEGRITY LINE?

Use any of the four methods below to contact the Integrity Line:



### PHONE:

Call the toll-free phone number listed below for your country

Country	Integrity Line Number
Australia	1800-768-194
Canada	English 844-932-1021 French 844-235-5870
United Kingdom	0800-088-5439
United States	English 844-932-1021 Spanish 844-962-1299

Call **FREE** of charge, 24 hours a day



### WEBSITE:

<https://www.howmet.com/integrity-line>



### MAIL:

Howmet Aerospace Inc.  
201 Isabella Street, Suite 200  
Pittsburgh, PA 15212  
United States of America



### E-MAIL:

[EthicsandCompliance-howmet@howmet.com](mailto:EthicsandCompliance-howmet@howmet.com)





## SEEKING ASSISTANCE

You may find yourself in a situation that raises concerns or where the choice is not clear. Howmet Aerospace has many resources that can help you:

- Your supervisor or team leader
- Human Resources Department
- Ethics and Compliance Organization
- Legal Department
- Your Integrity Champion
- Integrity Line

## WHAT IS HOWMET AEROSPACE'S INTEGRITY LINE?

The Integrity Line is available globally for you to seek advice or raise a concern, 24 hours a day, 7 days a week, in multiple languages. Anyone can call at no cost. Reports can also be filed online at: [www.HowmetEthicsandCompliance.com](http://www.HowmetEthicsandCompliance.com)

As permitted by local law, the Integrity Line is another confidential way to report suspected workplace violations or to get advice about appropriate business conduct and practices.

## WHEN CAN I USE THE INTEGRITY LINE?

Subject to local law, contact the Integrity Line if you:

- Need advice or have a question
- Wish to raise an issue or concern
- Raised an issue or concern and were not satisfied
- Are not sure where to go for information
- Are uncomfortable using one of the other resources



## WHY IS THE INTEGRITY LINE IMPORTANT?

The Integrity Line is a place you can go to seek advice or report concerns. Use of the Integrity Line protects our employees, customers, suppliers and our company from inappropriate and harmful misconduct.

## HOWMET AEROSPACE'S NO-RETALIATION POLICY

### Howmet Aerospace has a no-retaliation policy.

No one can take action against you for asking a question or raising a concern in good faith. If you feel that you or any of your colleagues are being retaliated against, report it immediately. Howmet Aerospace takes all allegations of retaliation seriously and will promptly and thoroughly investigate. If the company finds that retaliation occurred, appropriate disciplinary action will be taken.

## WHAT HAPPENS WHEN I MAKE A REPORT?

All allegations of violation of Howmet Aerospace's Code of Conduct, policies, procedures and laws will be reviewed and investigated as required by law and Howmet Aerospace's investigations guidelines:

- An independent company receives all reported issues and concerns and promptly directs them to Howmet Aerospace's Ethics and Compliance (E&C) Organization for follow-up.
- The reporter is given a private code they can reference for investigation status updates. The reporter may obtain updates by calling the Integrity Line, checking the web reporting site, or contacting the investigator directly.
- The E&C Organization conducts investigations of matters that should not be reviewed at the location level. Where appropriate, the E&C Organization sends reports directly to the named Howmet Aerospace location for investigation.

- Investigations are handled promptly, thoroughly and in a confidential manner. Complex investigations may take longer.
- The cooperation and truthfulness of all parties is critical to the process.
- The identity of an anonymous reporter shall be kept strictly confidential throughout the process, and only disclosed to authorized persons, when necessary, to carry out an investigation or as required by law.
- In some jurisdictions, a reporter, or employees implicated in a report, may have the right to review information provided during an investigation.
- Where appropriate in certain cases, the information may also be provided to Business/Resource Unit and Group management.

## WHAT KINDS OF ISSUES SHOULD I REPORT?

Contact the Integrity Line with questions or concerns in areas such as:

- Fraud, including accounting, internal controls and audit issues
- Bribery, corruption, and kickbacks
- Competition and antitrust law violations
- Discrimination or harassment
- EHS policy violations
- Human Resource issues
- Human Rights violations
- Information Technology security threats
- Insider trading or disclosure of confidential information
- Intellectual property laws violations and unauthorized disclosure of intellectual information
- Misappropriation or misuse of corporate assets
- Physical safety risks
- Any other suspected violation of law or company policy