



**DO THE
RIGHT THING**

PRACTICE SPORTSMANLIKE CONDUCT:

*JUST LIKE REFEREES ARE RESPONSIBLE FOR
PROTECTING THE INTEGRITY OF THE GAME, WE
ARE EACH RESPONSIBLE FOR PROTECTING THE
INTEGRITY OF THE COMPANY.*

**IF YOU BECOME AWARE OF A POSSIBLE
VIOLATION OF THE CODE OF BUSINESS
CONDUCT AND ETHICS OR ANY
APPLICABLE LAW OR POLICY,
YOU HAVE A DUTY TO REPORT IT.**

**TO ASK QUESTIONS ABOUT A SITUATION
OR TO REPORT A SUSPECTED VIOLATION
OR OTHER CONCERN YOU CAN CALL THE
TOLL-FREE ETHICS HOTLINE AT**

1-866-814-2749

OR SUBMIT YOUR ALLEGATION

**[HTTPS://WWW.COMPLIANCE-HELPLINE.COM/
DICKSETHICSHOTLINE.JSP](https://www.compliance-helpline.com/dicksethics hotline.jsp)**

THE ETHICS HOTLINE IS STAFFED BY AN OUTSIDE COMPANY AND
IS AVAILABLE 24 HOURS A DAY, SEVEN DAYS A WEEK. REPORTS
TO THE ETHICS HOTLINE AND SUBMISSIONS VIA THE INTERNET
MAY BE MADE ANONYMOUSLY.