

ASKING QUESTIONS AND RAISING CONCERNS

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 and Raising Concerns

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
North America		
U.S.	1-800-234-4321	https://www.reportlineweb.com/georgiapacific
Canada	1-800-234-4321	
Latin America		
Argentina	0-800-444-9046 (Telecom) 0-800-666-2351 (Telephonica)	https://www.reportlineweb.com/georgiapacific
Chile	800-360-312 (Entel), wait for prompt then dial 800-234-4321 800-800-288 (Telephonica), wait for prompt then dial 800-234-4321	
Mexico	001-800-234-4321	
Uruguay	000-411-004-9046	
Asia		
China	(852) 3175 – 3100 (Hong Kong) (86) 4001 20 2933 (PRC)	www.reportlineweb.com/georgiapacific
India	000-117, wait for prompt then dial 800-234-4321	
Europe		
Germany	0-800-225-5288, wait for prompt then dial 800-234-4321	www.reportlineweb.com/georgiapacific
Switzerland	0-800-890011, wait for prompt then dial 800-234-4321	www.reportlineweb.com/georgiapacific

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Privacy Statement

In many European jurisdictions, privacy laws require companies operating compliance reporting hotlines, such as the Georgia-Pacific GuideLine, to discourage anonymous reporting and to encourage reporters to identify themselves.

Other countries have additional restrictions regarding anonymous reporting:

- In Hong Kong, reports may only be made in relation to acts of bribery, corruption, accounting, banking, financial fraud, health & safety, failure to comply with applicable laws, damage to the environment and violations of the GP Code of Conduct and Standards.*
- In the People's Republic of China, reports may only be made in relation to acts of bribery, corruption, accounting, banking, financial fraud, seizing or diverting enterprise assets, health & safety, failure to comply with applicable laws, damage to the environment, acts which may endanger the Company's normal operation and social reputation, violations of PRC laws, and violations of the Georgia-Pacific Code of Conduct and Standards.*

If you are reporting on issues or concerns in one of the above countries, you are invited to identify yourself via the GuideLine. The information you provide, including your identity, via the GuideLine 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 options for asking questions and raising concerns including; your immediate supervisor, your local or corporate human resources leader, your Compliance & Ethics Director, or any member of the Legal department.

Employees may refer to their country-specific notices about the GuideLine for more information or contact their local Human Resources representative.