Our company provides a reporting hotline for employees and subcontractors to **anonymously** report any of the following incidents:

- Ethical Violations
- Unsafe Working Conditions
- Quality of Service
- Sexual Harassment
- Discrimination
- Alcohol and Substance Abuse
- Fraud
- Conflict of Interest
- Theft and Embezzlement
- Violation of the Law
- Falsification of Contract, Reports or Records
- Wrongful Discharge
- Internal Controls
- Vandalism and Sabotage
- Theft
- Conduct Violations
- Threats
- Bribery and Kickbacks
- Improper Conduct
- Violation of Company Policy
- Misuse of Company Property

Regular business issues and matters not requiring anonymity should be directed to the Clayco employee’s supervisor or the subcontractor’s supervisor.

**ANONYMOUS REPORTING HOTLINE**

All calls are confidential and the identity of the caller will remain anonymous.

**CALL 877-472-2110**

For more information about subcontractor compliance requirements go to https://claycorp.com/subcontract2/

For more information for Clayco employees see your Employee Handbook available on AXIS

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