

NOBLE

is committed to maintaining high integrity.

If you are aware of incidents, issues, or concerns regarding the organization, please consider reporting them to management.

Anonymous and confidential reports can be submitted online at:

www.FRAUDHL.com

Examples of issues and concerns you should report:

- Embezzlement or misappropriation
- Accounting errors, omissions, or misrepresentations
- Financial statement fraud
- Internal control problems
- Bribery, kickbacks, and corruption
- Falsification of contracts, reports, or documents
- Identity theft and security of personal information
- Theft of inventory, assets, or intellectual property
- Violation of the law or company policy
- Ethics violations or misconduct
- Conflicts of interest
- Discrimination
- Harassment
- Self-dealing
- Misuse of company property
- Vandalism and sabotage
- Workplace violence or retaliation
- Substance abuse
- Privacy and HIPAA compliance
- Unfair labor practices

Do you have an issue or concern to report ?

Use our independent third-party ***anonymous*** and ***confidential*** reporting service. You will need to reference our *Company ID* when reporting incidents or concerns:

NOBLE

Reports can be submitted at **www.FRAUDHL.com** 24-hours a day using the secure online reporting form or by calling or faxing to the toll-free number 1-855-FRAUD-HL

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reporting services.

