

## Speak Up! Quick Guide

An anonymous, confidential, non-retaliatory, and independent reporting system to report integrity and compliance concerns



### Who?

Anyone! This includes our associates, customers, business partners, contractors, distributors, suppliers, vendors, consultants, competitors, or any other person

### What?

If it doesn't look or feel right, say something!

- Integrity concerns
- Actual or potential misconduct such as violations of our code of conduct or other policies
- Actual or potential violations of regulations and laws

### Where?

- Talk with your supervisor or any other member of management
- Contact any representative of Human Resources, Legal/Compliance or Internal Audit
- At any time, you may contact Speak Up! at [www.danaherintegrity.com](http://www.danaherintegrity.com)

### And Then?

- Each matter will be reviewed and investigated as appropriate
- Reports are kept confidential
- Zero tolerance for retaliation