

# Ethics Committee Report

January – May 2021

## U.S. Cases

Type	Action Taken & Reminder
<b>Responsibilities as GCC's Employees</b>	HR spoke with teammate about responsible social media. <i>When posting on social media, teammates' posts can be perceived to represent the company as well as themselves. Racist, sexist, homophobic or vulgar posts do not represent the values of GCC.</i>
<b>Unsafe Work Conditions</b>	Investigation conducted, no evidence found <i>GCC gives highest priority to preventing incidents and safeguarding the health and safety of our workforce. We are fully committed to carrying out our business activities in a safe and efficient manner and to care for the well-being of all those on our sites and those who may be impacted by our activities. (Code of Ethics, page 31-32)</i>
<b>Favoritism</b>	Investigation conducted, no evidence found
<b>Discrimination</b>	Ongoing investigation
<b>Misuse of Confidential Information</b>	Ongoing investigation

## See Something, Say Something

Please report any situation that doesn't align with GCC's values.

Your information is confidential and is managed only by PwC external agency and Ethics Committee.

**Email:** [gcc@ethic-line.com](mailto:gcc@ethic-line.com)

**Phone:** 800 062 4008 - MX

**Phone:** 855 423-5422 - U.S.

**Online:** [www.ethic-line.com](http://www.ethic-line.com)

## Mexico Cases

Type	Action Taken & Reminder
<b>Inappropriate Use of Assets or Resources</b>	Two people terminated <i>At GCC we believe that obtaining information and putting it to good use is a competitive advantage, so we must administer and handle information in a responsible, safe, objective and legal manner. Unauthorized use or distribution of confidential information violates GCC's Code of Conduct and Ethics and may be illegal. Consequences (based on GCC's Code of Ethics) will be applied. (Code of Ethics, page 33-35)</i>
<b>Abuse of Authority Physical or Verbal Aggression</b>	Written warning, harassment training, Loyalist training, leadership plan with expected changes, coaching, apology to team. <i>As an essential part of our company, we must strive to achieve our mission by acting in a manner that consistently reflects the principles and values we all share. At GCC, we live by our values: Teamwork - We seek synergy in our internal and external relationships. We search for mutually beneficial solutions through continuous, transparent dialogue. Collaboration is fundamental. (GCC.com and Code of Conduct) We must treat each other with respect.</i>
<b>Abuse of Authority</b>	Ongoing investigation
<b>Inappropriate Use of Assets or Resources</b>	Ongoing investigation
<b>Conflict of Interest</b>	Ongoing investigation