



Together, improving life

COMPLAINT MECHANISM OF W. L. GORE & ASSOCIATES

I. RULES AND GUIDANCE

a) What types of concerns or suspicions can I present through the Integrity Helpline?

Any stakeholder of W. L. Gore & Associates (including Associates or employees of Gore's business partners) can use the Integrity Helpline to report violations of human rights and related environmental standards. The report may relate to Gore or other Gore partners (e.g., Vendors).

b) How am I protected as a person providing information?

W. L. Gore & Associates treats all reports with confidentiality as far as possible and allowed by local law. Anonymous reporting is acceptable if it is legally allowed in your country. Retaliation is not tolerated for any reports.

c) Where and how can I present a report?

Gore offers many speak-out options and channels. You can present a report through the Gore Integrity Helpline. Also, you can reach out directly to any member of the Enterprise Compliance Team, any member of the Legal function, or the CEO and board of directors. The Integrity Helpline can be accessed 24/7 – 365 days a year, through www.goreethics.com or by phone in over 100 countries with support in over 50 languages.

d) What happens after you submit a report to the Integrity Helpline?

After submitting a report, you will receive a confirmation email of your submission. An Intake Team will then review the report and assign the appropriate resources to it. The assigned resources might contact you if further information is needed. You will receive a summary once the review is complete and the report is closed. You will be contacted to confirm you have not experienced retaliation one month after the report's closure.