



BERKSHIRE HATHAWAY

Ethics & Compliance Hotline



You may submit a report online at:

www.BRK-HOTLINE.com



By phone use the following instructions:

**United States & Canada
1-800-261-8651**

or call collect 1-704-752-9679

TOLL-FREE | 24/7 | SAFE | EFFECTIVE

“I want employees to ask themselves whether they are willing to have any contemplated act appear the next day on the front page of their local paper — to be read by their spouses, children and friends — with the reporting done by an informed and critical reporter.”

— Warren Buffett



BERKSHIRE HATHAWAY INC.

YOUR ROLE AND RESPONSIBILITY IN

Ethics & Compliance



BERKSHIRE HATHAWAY INC.

ETHICS ■ COMPLIANCE
INTEGRITY ■ REPUTATION ■ VALUES



HOW YOU CAN HELP PROTECT

Berkshire Hathaway's Reputation

Berkshire Hathaway and its subsidiary companies have a firm commitment to ethical and legal business practices. We do not want to risk the reputation of any Berkshire company, or of any person who works for a Berkshire company. That is why each of you has a right and a responsibility to speak up if you witness behavior that you believe to be unethical or illegal, or if you are being pressured to participate in such behavior. Berkshire and its subsidiary companies prohibit retaliation against any person for making a good-faith report of illegal or unethical conduct.



SOME EXAMPLES OF REASONS TO SPEAK UP INCLUDE:

- ✔ Bribery
- ✔ Gifts, entertainment or other favors to gain improper influence
- ✔ Price fixing, bid rigging or sharing of sensitive information with competitors
- ✔ Environmental protection breaches
- ✔ Trading with countries, companies or individuals in violation of U.S. sanctions
- ✔ Regulatory violations, for business operations like insurance, utilities, banking and transportation
- ✔ Insider trading
- ✔ Conflicts of interest created when personal dealings interfere with obligations to the company
- ✔ Misrepresentations to customers or suppliers
- ✔ Inaccurate books and records; falsifying or destroying company records or reports to regulators
- ✔ Fraud, theft or misuse of company assets
- ✔ Discrimination or harassment based on disability, race, ethnicity, religion or gender
- ✔ Bullying or abusive behavior
- ✔ Retaliation for reporting an integrity concern

YOU HAVE AN OBLIGATION TO REPORT SUCH MATTERS TO YOUR SUPERVISOR, YOUR LOCAL ETHICS LEADER, YOUR CORPORATE ETHICS OFFICE, YOUR LEGAL DEPARTMENT OR YOUR HUMAN RESOURCES REPRESENTATIVE RIGHT AWAY

Alternatively, if you want to report these types of activities to someone outside of your company, Berkshire has arranged for an independent organization, NAVEX Global, to receive reports of these types of activities. This service is available 24 hours a day, 7 days a week, and it provides an option for you to communicate concerns anonymously.

No employee will be retaliated against for making a good-faith report of illegal or unethical violations to the company.

Please contact NAVEX Global at **1-800-261-8651** as a last resort or when you are not comfortable or it is not possible to report your concerns to local management. Additionally, you can submit a report online at **www.BRK-HOTLINE.com**

Each report is taken seriously, and treated confidentially. A full review is conducted and actions are taken as deemed appropriate.

Thank you for your commitment to join us in doing what is right in order to maintain Berkshire's long tradition of ethical conduct and our reputation for honesty and integrity.