

Thinking of speaking up?



Here is what you need to know



When you report...

DETAILS MATTER.

Provide names, dates, timestamps, locations, etc. This helps us investigate and minimizes follow-up with you.

REPORTS ARE SECURE.

Feel comfortable the Integrity Action Line / Speak Up is hosted by a secure, independent third-party.

YOUR IDENTITY IS PROTECTED.

Be confident any information you provide will only be shared on a need to know basis or as required by law.

REPORT ID IS IMPORTANT.

Write down and protect your confidential Report ID to check the status of your report, securely communicate with us and provide additional information.



speak up
integrityactionline.com
1-800-525-7868



The investigation process...

ACTION IS TAKEN.

Triage of reports occurs within 24-48 hours.

INVESTIGATORS ARE IMPARTIAL.

Rest assured reports are assigned to impartial investigators who conduct a confidential investigation.

YOUR INPUT IS KEY.

Log in frequently to assist the investigation and ensure we address your concern.



Speaking Up results in positive change

YOUR ACTIONS COUNT.

It is important to be authentic, stand for what you believe in and make decisions to do what's right for the business.

IT HELPS THE BUSINESS.

Substantiated reports can help improve our policies and procedures, processes and controls.

IT LEADS TO CORRECTIVE ACTIONS.

Unethical behaviour / Code of Conduct violations can lead to corrective actions, which may include, but are not limited to:

- Written/verbal warning
- Mandatory training/coaching
- Performance improvement plan
- Termination
- Criminal Prosecution

Zero tolerance for retaliation. Retaliation against anyone who shares a good-faith concern is **unacceptable**. Reporting in good-faith, even if it turns out to be unfounded – is never an excuse for retaliation.

**Loblaw
Companies
Limited**