



EAST AFRICAN
**CRUDE OIL
PIPELINE**

SPEAK UP WITHOUT FEAR

Speaking up about concerns isn't always easy, but it helps us address potentially harmful behavior. We don't tolerate retaliation against anyone who speaks up. This means:

No employee at any level may take action to punish or discourage an employee from speaking up or participating in an investigation.

Retaliation could look like a pay cut, changes in shifts or locations, exclusion from meetings, demotion, termination or other negative acts.

Any employee who engages in retaliation will be subject to disciplinary action.

If you see or experience retaliation of any kind, speak up immediately to your manager or another internal resource.



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