

Anti-Corruption Training GRI SO3

Percentage of employees trained in organization's anti-corruption policies and procedures

| | |
|---|--------------------|
| | 2011 |
| Percentage of total number of management employees who have received anti-corruption training | See comments below |
| Percentage of total number of non-management employees who have received anti-corruption training | See comments below |

Additional Comments:

Indirect labor is required to complete a training course on ethics, anti-corruption, and related topics. Completion rates are above 99%