



Why speaking up?

At imec the Netherlands we are committed to the highest standard of fairness, integrity and respect for the applicable laws and regulations. In relation to that we have policies regarding the Ethical Code of Conduct and the confidential advisor. In spite of our commitment, you may one day observe behavior that seems to violate any law, imec's Ethical Code of Conduct or values. If you do observe or suspect such misconduct, it is essential that you speak up. Remaining silent about possible misconduct may worsen a situation and prevents us to deal with the issue proactively.

We truly value and encourage the help of employees who identify and speak up about potential misconduct. Those who speak up will be protected. Concerns raised will be treated confidential (and if necessary anonymous). You will not be retaliated against for raising concerns about suspected misconduct in good faith. After all, to speak up is essential to sustain our reputation, success and ability to operate.

What is the purpose of the Speak Up Policy?

The purpose of the policy is to explain when, how and where you can raise concerns about suspected misconduct with confidence, respecting privacy and without fear of retaliation. It also describes what you may expect from imec when you speak up and what possible steps will be taken after your raise a concern or file an ethics complaint.

Who can Speak Up?

Everyone working for imec the Netherlands including managers, professionals, support staff, industrial residents, students, postgraduates and subcontractors.

Where can I find the Speak Up policy?

You can find the Speak Up Policy on www.imec.nl.



We encourage you to Speak Up as soon as possible, ideally before a situation escalates. If you know about or suspect misconduct, speak up with the facts you have. We do not expect you to have all the answers and never start investigating any concern yourself. There are various options for support and advice available within our organization.

Our Speak Up Policy is applicable to everyone working for or at imec the Netherlands. It is also available to any person or party with whom imec the Netherlands has or has had a business relationship (such as business partners, suppliers, consultants, contractors and customers) and wish to raise a concern about possible misconduct within imec.

The Speak Up Policy should not be used:

- for events presenting an immediate threat to life or property;
- with malicious intent (as this may lead to disciplinary measures imposed on you);
- to settle personal disputes;
- to make accusations which you know are false.

By mail:	By e-mail:
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