How to Be Upstanding (Making Ethical Decisions)

Our Values Guide Our Choices
Our Values guide our decision-making and behaviors. Asking the following questions can help us think through issues and arrive at better decisions.

What are my responsibilities in this situation?
What Values may be affected by this decision?
How does our Code of Conduct apply?
Do I have legal responsibilities that I must consider?

Once you have thought through your responsibilities and the consequences of each decision, you can take the following steps to help you resolve the issue.

START

Is It Legal? YES → Is It Ethical? YES → Is It Right? YES → PROCEED

UNSURE

Consult Legal

UNSURE

Consult Ethics & Compliance

UNSURE

Consult Leader or Colleagues
Speaking Up and Seeking Help

Always Speak Up
When we see questionable or unethical behavior, or have a question about how a policy is being implemented, it is our responsibility to speak up and seek help.

An ethical workplace is built on ethical workers, who are willing to raise questionable behavior, are conscientious, and hold each other accountable to live our Values. Upstanding conduct is a team effort.

Asking Questions and Getting Help
If an employee has an ethical concern or question, the employee’s leader is the first and best resource. If our leader is not available, or if we are not comfortable discussing the matter with our leader, the following resources are also available:

- Another leader
- Ethics and Compliance Officer
- Legal
- Finance
- Human Resources

Anonymity and Confidentiality
We treat all reports of ethical concerns, including contacts to the Hotline, as confidential.

Employees may ask to remain anonymous when filing an ethical report. Ethical concerns involving criminal or illegal activity may be reported to the appropriate authorities.

Zero Tolerance for Retaliation
We can only maintain our Values if we feel safe speaking up. We do not tolerate retaliation against anyone who in good faith reports suspected misconduct or anyone who assists with an investigation. Any Corteva Agriscience™ employee who takes or threatens retaliatory action against an employee making a good-faith report of misconduct will be subject to disciplinary measures, up to and including termination of employment. In some cases, retaliation can result in civil and/or criminal penalties.

Quick Reference Guide

Corteva Agriscience™ Global Hotline:
+1-833-400-1141

Corteva Agriscience™ Web Reporting Form:
https://reportanissue.com/corteva

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