

Alliance One International, Inc. COMPLIANCE HELPLINE

DO YOU HAVE CONCERNS OR QUESTIONS REGARDING COMPLIANCE ISSUES?

COULD YOUR CONCERNS POSSIBLY CAUSE HARM TO THE COMPANY OR AN EMPLOYEE?

IF SO, FOLLOW THESE STEPS:

- 1. Report your question or concern to your supervisor or someone in management at your location; or, if you prefer**
- 2. Call the Corporate Office in Morrisville, NC to talk to the Compliance Officer or Compliance Manager; or, if you prefer to remain anonymous**
- 3. Call the toll free Compliance Helpline –**

Argentina: 0800-666-1730

Brazil: 0800-891-4177

China: 10-800-711-0631

or 10-800-110-0577

Guatemala: 1-800-288-0115

Indonesia: 001-803-1-008-3365

Singapore: 800-110-1519

Thailand: 001-800-11-0008-3246

UK: 0808-234-7051

US and all other countries: 800-268-4670

**The Compliance Helpline is operated by Global Compliance Services,
a company which is completely independent of AOI.**

IMPORTANT: Retaliation in any form against an employee expressing any good faith concern or question to management or to the Compliance Helpline is expressly prohibited.

**Henry C. Babb
Compliance Officer
919-379-4312**



**Carol D. Whitehead
Compliance Manager
919-379-4314**