



Compliance Helpline & Resources

- ✓ Are you being encouraged or pressured to violate the law or Code of Business Conduct (CBC)?
- ✓ Have you observed something you think may be a violation of the law or the CBC?
- ✓ Are you concerned that a course of action may expose the Company to a compliance risk?
- ✓ Do you have a compliance related question?
- ✓ Do you need a copy of any compliance materials in English or a local language?

If you answered YES to any of the above questions, promptly take any of the following actions:

Report your question or concern to your **supervisor or someone in management** at your location.

Call your **Local Compliance Manager**
+44 1276 404659
for questions, concerns or to obtain materials.
**Refer to the Compliance section of AOI's Intranet to obtain the name of your Local Compliance Manager.*

Call the Corporate Office to speak directly to the **Corporate Compliance Office**
919.379.4300
Or email:
Compliance@aointl.com

Call the toll free **Compliance Helpline**
By first dialing **8000-021**
Then dialing **855-209-1581**
or use the Internet Compliance Helpline at
www.aoicompliancehelpline.alertline.com
**the Helpline is maintained by an independent third party and allows for anonymous reporting if you prefer.*

Alliance One International, Inc. **requires** all directors, officers, employees, and agents to immediately report violations of the law or the CBC of which they become aware.

IMPORTANT: *It is a violation of the CBC for any director, officer, employee, or agent to retaliate against or take other adverse actions against those who report a violation of the CBC in good faith. Please see our Non-Retaliation Policy at www.aointl.com for more details.*