

Investigations Any investigations shall be conducted in a fair and unbiased manner concerning all parties involved. Details of the case, your identity, and the identity of anyone else mentioned in the report, are only shared on a need-to-know basis in accordance with all relevant and applicable laws. You should never withhold, tamper with, or fail to communicate relevant information in connection with an investigation.

Non-Retaliation Speaking up is encouraged, and individuals who speak up are protected. You should feel confident that you will not suffer as a result of raising concerns in good faith about suspected misconduct. No form of threat or retaliation will be tolerated. Retaliation is treated as a disciplinary matter. You will not be protected, however, if you maliciously raise a concern that you know is false. For more information about -retaliation, please refer to the [Non-Retaliation Policy](#) available on the Policy Portal.

What to Do

We all must speak up if we witness or suspect a violation of law, rule, regulation, RGA policy, or the Code of Conduct. By speaking up, you provide RGA the opportunity to deal with the issue appropriately.

If you believe you are being asked to act illegally or improperly, you are required to speak up. Remaining silent about possible misconduct may allow a situation to worsen and may lead to an increased risk of financial and reputational loss to RGA caused by the misconduct.

