


SUMMER IS HERE

CAMP COMPLIANCE IS IN SESSION




Did you know that organizations worldwide lose an estimated 5% of their annual revenue to fraud.^[1] This alarming statistic highlights the need for increased vigilance and proactive measures to combat fraudulent activities.

At MODE, we take fraud seriously, and need every individual to play their part in maintaining a watchful eye and reporting red flags. Remain vigilant by:



Watching for fraud or deceptive practices, like falsified invoices, records, or reports, inflated charges or fees, misrepresented services or capabilities, or collusions with vendors or customers to manipulate prices or bids. One real example happened when our Claims department thought that a tank wash invoice looked inflated. Claims called the company who issued the invoice and confirmed that the invoice submitted by the carrier had been doctored so that it was thousands more than the real invoice. The Claims Department's diligence stopped the fraud in its tracks.

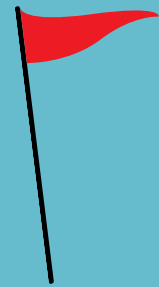
Engaging in bribery or corruption, such as offering or accepting kickbacks, gifts, favors, or other inducements to influence business decisions or obtain an unfair advantage. If you see someone offering or accepting gifts designed to influence business decisions, say something! You can report this anonymously to MODE's third-party hotline, at 1-844-660-3898 or by visiting modeglobal.ethicspoint.com.





Engaging in conflicts of interest, such as having inappropriate financial ties with competitors, suppliers, customers, regulators, or other parties that may compromise the employee's objectivity, judgment, or ability to act in the best interest of MODE or its stakeholders. Conflicts can be personal, as well, e.g., where business decisions involve individuals who have personal relationships with those making the decisions, like if a manager hires a close friend or relative for a position without proper qualifications, which could undermine fairness and merit-based decision making. Reporting potential conflicts in accordance with MODE's Employee Code of Business Conduct and Ethics will help MODE promote transparency, accountability, and fair decision-making.

Engaging in unprofessional conduct, such as violating MODE's Codes of Conduct, values and standards, confidentiality agreements, or contractual obligations.



Compliance is the responsibility of every individual at MODE. Visit CONNECT for a Compliance & Ethics Terms sheet to enhance your understanding of compliance-related terms.

Join us at MODE's Camp Compliance where we have curated an array of camp-tivating compliance activities (and prizes!). Together, let's become a community of "Happy Campers" where ethical practices prevail. Gear up, embrace the spirit of compliance, and let's make our campsite a shining example of integrity and trust!



[1] Source: Association of Certified Fraud Examiners (ACFE) "Report to the Nations" study in 2020. This represents the median loss reported by surveyed organizations, and actually losses experienced by individual companies can deviate significantly.

Please visit modeglobal.ethicspoint.com for a complete copy of MODE's Employee Code of Conduct and Ethics Helpline FAQ.