



FRAMEWORK FOR ADDRESSING CONCERNS

BVI 800 Number

In addition to BVI's current policies and procedures, effective as of January 1, 2018 we have engaged Lighthouse Services, Inc. to provide all BVI employees, customers and suppliers with an additional external framework to address ethics and/or compliance concerns through an anonymous toll free service. The purpose of this service is to provide employees, customers or suppliers wishing to report specific ethics and/or compliance violations a means to do so anonymously and without fear of retribution.

Lighthouse Services specializes in providing independent third-party ethics toll free services to many organizations like ours, all of which are listed in the body of this memo. For your convenience, Lighthouse Services provides a toll-free number along with several other reporting methods, all of which are available 24 hours a day, seven days a week.

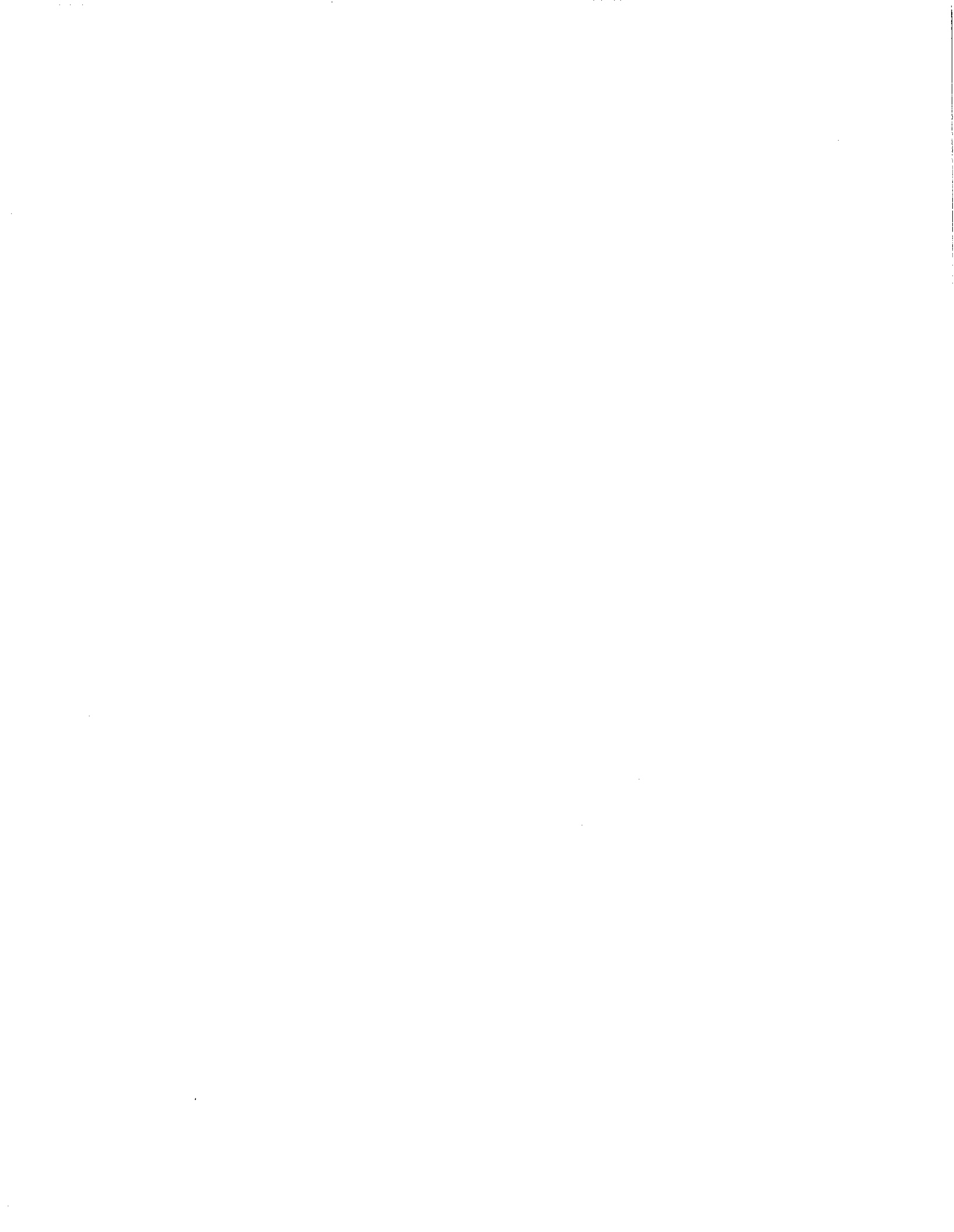
Toll Free Access Information is as follows:

- **Website:** www.lighthouse-services.com/beaver-visitec

- **Toll-Free Telephone:**
 - Direct Dial**
 - **English speaking USA and Canada: 833-370-0001**
 - **Spanish speaking USA and Canada: 800-216-1288**
 - **French speaking Canada: 855-725-0002**
 - **Spanish speaking Mexico: 01-800-681-5340**
 - **All other countries: 800-603-2869** When calling from outside North America, first dial the access code for the country the person is calling from, and then dial the international toll-free number 800-603-2869. (See the attached for country access codes and dialing instructions.)

- **E-mail:** reports@lighthouse-services.com (must include company name with report)

- **Fax:** (215) 689-3885 (must include company name with report)





Lighthouse hotline toll-free calling instructions for employees:

1. Make sure you have an outside line.
2. Enter the Access Code for the country and/or the telephone system you are calling from.
3. An English-language voice prompt will ask for the number you are calling.
4. Enter our toll-free number: 800-603-2869. There is no need to dial '1' before the toll-free number. You are now connected to the hotline.
5. A Lighthouse greeting will be played in multiple languages. Make a choice from the prompts or press 0 and tell the English operator the language you speak (preferably in English). An interpreter will then join the call in 2 – 3 minutes. The Lighthouse operator will interview you aided by the interpreter.
6. A report in English is then sent to the designated recipient(s) of your company.
7. Access codes are subject to change.

Access Codes

For employees outside North America only.

Albania	00-800-0010	Bulgaria	00-800-0010	Egypt	
American Samoa		Cambodia	1-800-881-001		Cairo 2510-0200
	1-800-225-5288	Canada	Direct Toll-Free Available		Outside Cairo 02-2510-0200
Angola	808-000-011	Cayman Islands	1-800-225-5288	El Salvador	800-1785
Anguilla	1-800-225-5288			Estonia	800-12001
Antigua					
	#1	Chile		Finland	0-800-11-0015
	Select Hotels 1-800-225-5288		Telmex 800-225-288	France	
Argentina			ENTEL 800-360-311		Hotels 1 0-800-99-1011
	Telecom 0-800-555-4288		ENTEL {Spanish} 800-360-312		Hotels 2 0-800-99-1111
	Telefonica 0-800-222-1288		Telefonica 800-800-288		Hotels 3 0-800-99-1211
	ALA {Spanish} 0-800-288-5288		Telmex 171-00-311		Hotels-Paris Only 0-800-99-0111
			Telmex {Spanish} 171-00-312		France Telecom 0-800-99-0011
Australia			Easter Island 800-800-311		Telecom Development 0-805-701-288
	Telstra 1-800-881-011		Easter Island {Spanish} 800-800-312	French Antilles	
	Optus 1-800-551-155	China			Guadeloupe 0-800-99-0011
Austria	800-200-288		South, Shanghai - CT 10-811		Martinique 0-800-99-0011
Bahamas	1-800-872-2881		North, Beijing CNCG 108-888		St. Barthelemy 0-800-99-0011
Bahrain			China Telecom {Mandarin} 108-10		St. Martin 0-800-99-0011
	800-00-001		North, Beijing CNCG {Mardarin} 108-710	French Guiana	0-800-99-0011
	U.S. MB onboard cell phones 800-000-05	Colombia			
	U.S. MB call centers 800-000-00		01-800-911-0010	Germany	0-800-225-5288
Bangladesh	157-0011		{Spanish} 01-800-911-0011	Ghana	020-2424-26-004
Barbados	1-800-225-5288	Costa Rica	0-800-011-4114	Gibraltar	8800
Belarus	8^800-101	Croatia	0800-220-111	Greece	00-800-1311
Belgium	0-800-100-10	Cyprus	800-900-10	Grenada	1-800-225-5288
Belize		Czech Republic		Guam	1-800-225-5288
	811		00-800-222-55288	Guantanamo Bay	
	Hotels Only 555	Denmark	800-100-10		U.S. Military Bases 2935
Benin	102	Diego Garcia	999-288	Guatemala	
Bermuda	1-800-225-5288	Dominican Republic			English 999-9190
Bolivia			1-800-225-5288		Spanish 999-9190
	800-101-110		1-800-872-2881	Guyana	159
	{Spanish} 800-101-111		{Spanish} 1-888-225-5288		
Brazil		Dominica	1-800-225-5288	Honduras	English 800-0123
	0-800-890-0288	Ecuador			{Spanish} 800-0123
	0-800-888-8288		1-800-225-528		
British V.I.	1-800-872-2881		{Spanish} 1-999-119		
Brunei	800-1111				

Showing Countries Starting with **Al-Ho**

Legends:
 U.S. - United States
 MB - Military Bases
 # - Pound Key
 SS - Service
 Suspended

Note:
 ^ indicates that you should wait for a second dial tone before dialing the next number.

Calls using these access codes are in English, except where another language is specified.



Access Codes

For employees outside North America only.

Hong Kong

Hong Kong Telephone 800-96-1111

New World Telephone 800-93-2266

Hungary 06-800-011-11

Iceland 00-800-222-552-88

India 000-117

Indonesia 001-801-10

Ireland

1-800-550-000

UIFN 00-800-222-55288

Israel

Bezeq 1-80-949-4949

Golden Lines 1-80-922-2222

Barak 1-80-933-3333

Italy

800-172-444

Ivory Coast

00-111-11

Jamaica

1-800-872-2881

Public Phone #1

Japan

KDDI 00-539-111

Softbank Telecom 00-663-5111

NTT 0034-811-001

Jordan

1-880-0000

Kazakhstan 8^800-121-4321

Kenya 0-207-602-020

Korea, Republic

Korea Telecom 00-729-11

U.S. MB Korea Telecom 550-HOME

ONSE 00-369-11

Dacom 00-309-11

U.S. MB Dacom 550-2USA

Latvia

8000-2288

Lebanon

01-426-801

Luxembourg 800-201-11

Macau 0-800-111

Macedonia, F.Y.R 0-800-94288

Malaysia 1-800-80-0011

Malta 800-901-10

Mauritius 01 120

Mexico Direct Toll-Free Available

Micronesia 288

Monaco 800-90-288

Montserrat 1-800-225-5288

Morocco 002-11-0011

Neth/Antilles

001-800-872-2881

Netherlands 0800-022-9111

New Zealand 000-911

Nicaragua

1-800-0174

{Spanish} 1-800-0164

Nigeria 0-708-060-1816

Norway

800-190-11

U.S. Military Bases 800-199-11

Pakistan 00-800-01-001

Panama

800-0109

{Spanish} 800-2288

Paraguay

Asuncion City 008-11-800

Peru

Telephonica 0-800-50-288

Americatel 0-800-70-088

Telephonica {Spanish} 0-800-50-000

Philippines

PLDT 1010-5511-00

PLDT {Tagalog} 1010-5511-10

2nd Option 105-11

Globe 105-11

Globe {Tagalog} 105-12

Philcom 105-11

Philcom {Tagalog} 105-12

Digitel 105-11

Digitel {Tagalog} 105-12

Smart 105-11

Smart {Tagalog} 105-12

Bayan 105-11

Poland

0-0-800-111-1111

Portugal

800-800-128

Reunion Island

0-800-99-0011

Romania

Romtelecom 0808-03-4288

Russia

8^10-800-110-1011

Moscow 363-2400

Outside Moscow 8^495-363-2400

St. Petersburg 363-2400

Outside St. Petersburg 8^812-363-2400

Saipan

1-800-225-5288

San Marino

800-172-444

Saudi Arabia

1-800-10

Senegal

800-103-072

Singapore

SingTel 800-011-1111

StarHub 800-001-0001

Slovakia

0-800-000-101

South Africa

800-99-0123

Showing Countries Starting with

Ho-So

Legends:

U.S. - United States

MB - Military Bases

- Pound Key

SS - Service

Suspended

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Calls using these access codes are in English, except where another language is specified.



Access Codes

For employees outside North America only.

Spain	900-99-0011	Ukraine	0-800-502-886
Sri Lanka		United Kingdom	
	Colombo 2-430-430		British Telecom 0-800-89-0011
	Outside Colombo 112-430-430		C&W 0-500-89-0011
St. Kitts/Nevis	1-800-225-5288		
St. Lucia	1-800-225-5288	United States	
St. Pierre & Miquelon			Direct Toll-Free Available
	0-800-99-0011		
St. Vincent	1-800-225-5288		
Suriname	156		
Sweden	020-799-111		
Switzerland	0-800-890011		
Taiwan	00-801-102-880		
Thailand	1-800-0001-33		
	001-999-111-11		
Trinidad & Tobago	1-800-872-2881	Uruguay	000-410
		Uzbekistan	
			Tashkent 8 [^] 641-744-0010
Turkey	0-811-288-0001	Venezuela	
Turks & Caicos	1-800-225-5288		0-800-225-5288
U.A.E.	8000-021		{Spanish} 0-800-552-6288
		Vietnam	
	du 8000-555-66		VNPT 1-201-0288
	Military-USO & cellular 8000-051		Viettel 1-288-0288
	Military-USO & cellular 8000-061		

Showing Countries Starting with **Sp-Zi**

Legends:
U.S. - United States
MB - Military Bases
- Pound Key
SS - Service Suspended

Note:
^ indicates that you should wait for a second dial tone before dialing the next number.

Calls using these access codes are in English, except where another language is specified.

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