

Compliance Policy

Policy statement

3M is recognized worldwide as an ethical and law-abiding company. Although the company has business operations in more than 60 countries, 3M has only one set of business conduct policies that apply globally. These universal standards provide a framework for conducting business the right way – legally and ethically – everywhere 3M does business. It is 3M policy that employees and others acting on 3M's behalf must comply with all laws and 3M Business Conduct Policies.

As a global company, 3M is regulated by many different country, state and local laws simultaneously. In addition to complying with 3M's Business Conduct Policies related to 3M business activities, you must abide by all laws that apply to you wherever you live or work.

Penalties for violations

Employees who violate a law or 3M Business Conduct Policy related to their business activities are subject to appropriate discipline, up to and including termination of employment. Also subject to discipline are employees who:

- Fail to seek legal advice from assigned 3M legal counsel.
- Act contrary to advice from 3M legal counsel.
- Fail to provide information concerning a suspected violation of law or these policies.
- Retaliate against anyone for reporting a suspected violation.

3M's response to violations or other actions contrary to these policies will be based on the individual circumstances of each situation.

Employees and others acting on 3M's behalf who violate a 3M policy might also be breaking a law that could expose themselves and 3M to substantial criminal fines, prison terms and civil damages under national and local laws around the world.