



You've just reported a concern. **What's next?**

At Target, our culture of care means we are committed to responding appropriately to all concerns. By reporting your concerns, you help Target to resolve issues and create a positive workplace. Target looks into all reported concerns as confidentially and quickly as possible, which may require a formal investigation. The length of the investigation depends on, among other things, the nature of the allegation(s), the availability of witnesses, and the volume of documents for review.

We know some people may be hesitant to come forward and raise concerns. Knowing what to expect may help to reduce some stress. With that in mind, here's an overview of the process.

1 Report

Concern is reported. After you complete your report via Integrity Hotline phone or webform, you will be assigned a unique code called a "report key" to check your report for feedback or questions, even if you choose to report anonymously. If reporting via email, you will receive an email response acknowledging your concern was received.

2 Review

Report is reviewed and assigned to appropriate department within Target. You may be contacted by an investigator, if your contact information was provided, to obtain additional information. Target investigators are trained to conduct independent and objective investigations and will treat you with respect.

Every allegation received is appropriately reviewed and your concerns will be shared with only necessary partners. You may be asked to provide additional information.

3 Resolution

You will be notified when your concern has been looked into and the outcome is determined. Details of the outcome will not be shared with you to protect the confidentiality of the investigation. No matter the outcome, know that we appreciate when concerns are raised.

You should not attempt to conduct your own investigation.

Target does not tolerate retaliation of any kind against someone who reports a concern in good faith. Promptly contact any of our reporting options if you think you have experienced or witnessed retaliation.

Resources

If you need support during or after the investigation, please don't hesitate to utilize any of the resources below:

» Integrity Hotline

Visit: www.TargetIntegrityHotline.com

Anonymous call option available 24 hours a day through third-party provider (interpreters available)

U.S.: 1-800-541-6838

India: 000-800-100-1657

Other non-U.S. locations: Go to above link or the QR code below.

» Quick Link to View Updates to Report

For progress updates and/or to provide additional information, use your provided report key to access:

targetfollowup.ethicspoint.com

» Ethics Office

Visit: targetonline.sharepoint.com/sites/Ethics

Email: Ethics@target.com

Write: Corporate Compliance & Ethics Target Corporation

1000 Nicollet Mall #3110

Minneapolis, MN 55403

» The Code of Ethics

Visit: <https://corporate.target.com/media/TargetCorp/about/Target-Corporation-Code-of-Ethics.pdf>

Additional Resources for Team Members

» HR Partner and/or Leader

» Team Member Life Resources

Call: 1-866-764-8657

Visit: springhealth.com/target

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Contact Ethics@target.com if you have questions about this document.

Point your smartphone camera at this QR code, then tap the pop-up notification to go to the Integrity Hotline website.

