

## **Policy No. 5**

### **ECONOMIC DEVELOPMENT CORPORATION**

#### **WHISTLEBLOWER POLICY**

Every member of the Board of Directors of the Economic Development Corporation (the "Corporation") and all officer and employees thereof, in the performance of their duties shall conduct themselves with honesty and integrity and observe the highest standards of business and personal ethics as set forth in the Code of Ethics of the Corporation (the "Code").

Each member, officer or employee is responsible to report any violation of the Code (whether suspected or known) to the Corporation's Chief Executive Officer, or if the potential violation involves the Corporation's Chief Executive Officer, to the Chair of the Board of Directors. Reports of violations will be kept confidential to the extent possible. No individual, regardless of his or her position with the Corporation, will be subject to fire, discharge, demotion, suspension, threatened, harassed or discriminated against for making a good faith claim, insofar as the actions taken by the employee are legal. Any employee who chooses to retaliate against someone who has reported a violation shall be subject to disciplinary action which may include termination of employment. Regardless, any claim of retaliation will be taken and treated seriously and irrespective of the outcome of the initial complaint, will be treated as a separate offense.

The Chief Executive Officer, or Chair of the Board of Directors, as the case may be, is responsible for immediately forwarding any claim to the Corporation's counsel who shall investigate and handle the claim in a timely manner.

Approved and adopted this 25<sup>th</sup> day of February 2014, amended and effective June 20, 2017, as further amended and approved September 17, 2019.

Reaffirmed March 20, 2020