

## **WHISTLEBLOWER POLICY**

El Centro's Code of Ethics and Conduct Code require directors, officers, and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of El Centro, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

No director, officer or employee who in good faith reports a violation of the Code shall suffer harassment, retaliation or adverse employee consequences. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable you and others to raise serious concerns within the organization prior to seeking resolution outside of the organization.

If you have a complaint or concern that falls within this Whistleblower Policy, please contact Human Resources or your Director/Manager to receive instruction on the best course of action for you to take that will insure a satisfactory resolution to your particular issue.