

Whistleblower Protection Policy of Western Climate Initiative, Inc.

1. Statement of Principles: Western Climate Initiative, Inc. (the "Corporation") encourages its employees to report suspected or actual illegal or improper activity, financial or otherwise. The Corporation will not condone any activity that is illegal or improper, whether done by a Board member or employee.
2. Reporting Procedure: Report to the Chair or Secretary or any other Board member any activities that you believe to be illegal or improper. Your identity will be kept confidential to the extent practicable. Anonymous reports will not be acted upon.
3. No Retaliation: Employees will be protected against retaliatory actions resulting from reporting illegal or improper conduct. Any employee who feels that adverse action has been taken toward him or her due to a report of illegal or improper activity should notify the Chair or Secretary or any other Board member as soon as possible.