

## Non-Retaliation Policy

### Policy Statement

Everyone shares a critical responsibility for raising concerns about ethical problems and possible violations of EPRI policy or the law. EPRI will not tolerate any form of retaliation against its employees (including students and temporary employees), Resident Researchers, contractors or other third parties for making good faith reports of threatened, on-going, past or suspected violations of the law, EPRI's Code of Conduct or EPRI policies. All levels of management shall encourage good faith reporting of potential violations.

Employees who violate this policy or condone any violation of this policy will be subject to disciplinary action, up to and including, termination. Employees concerned about possible acts of retaliation should contact a Human Resources Manager; the Senior Vice President, Administration; the Director, Compliance; or EPRI's anonymous Ethics and Compliance Helpline (1-800-826-6762 or via e-mail: [EPRIethicshelp@hotlines.com](mailto:EPRIethicshelp@hotlines.com)).

Retaliation includes, but is not limited to any adverse job action taken because of a retaliatory motive

Nothing in this Non-Retaliation policy shall be construed to excuse employees from the consequences of their own misconduct as a result of their reporting the matter. Self-reporting may, however, be taken into account in determining the appropriate disciplinary action.

Employees who knowingly make false accusations will be subject to appropriate disciplinary action.

Reference Information	
For Questions Contact:	Director, Compliance
Responsible Organization:	Legal Department
Last Revision/Effective Date:	9/30/09

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