



ADOPTED

Whistleblower Protection Policy of Regional Greenhouse Gas Initiative, Inc.

Regional Greenhouse Gas 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.

Report to the Chair or Secretary 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. Employees will be protected against retaliatory actions resulting from reporting unethical conduct. Any employee who feels that adverse action has been taken toward him or her due to a report of improper activity should notify the Chair or Secretary as soon as possible.