

Goodwill Industries of Northwest Ohio

To: All Goodwill Staff

From: Human Resources

Date: January 23, 2019

Re: Anonymous Corporate Compliance Line

WHISTLE BLOWER/NO REPRISAL POLICY

Goodwill Industries of Northwest Ohio, Inc. is committed to ensuring that an environment exists for employees to report suspected violations of the law, company policy, including issues of harassment, waste, abuse, fraud or other actions and/or activities that threaten the integrity of the organization. Any employee who suspects such violations are encouraged to call the Corporate Compliance Hotline at 419-255-0070 ext. 6102. No employee shall be punished solely on the basis that they have reported what was reasonably believed to be an act of wrongdoing or a violation of the company code of ethics.

Goodwill Industries will not retaliate or take part in any form of reprisal against the individual bringing the complaint, any such retaliation is prohibited. Employees who believe they may have been subject to retaliation should report such suspected retaliation to the corporate compliance officer at 419-255-0070 Ext. 6102.