



Resolution – Approval of Ethics and Compliance Reporting Policy

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High Level Overview

Requires all PEC employees, contractors and others to report suspected violations in order to support a culture of ethical behavior

- Various edits to clarify language/wording and duplicative sections (3.5, 3.10) removed
- Sets the responsibilities and process for reporting suspected violations
- Specifies the designated reporting mechanism (hotline) for reporting anonymously
- Section 3.2.3 clarifies required cooperation with investigations
- Reinforces PEC's non-retaliation policy for suspected violations reported in good faith
- Specifies that the Board shall periodically be provided with a report of aggregated data on the number/type of violations reported

ETHICS AND COMPLIANCE REPORTING POLICY

Effective Date: TBD

POLICY AT A GLANCE

PEC is committed to upholding our Value of Integrity by establishing expectations and obligations for reporting and investigating suspected violations of, or concerns regarding, PEC's Values, Code of Conduct, policies and procedures, or relevant laws and regulations.





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