

## **THE QUILT WHISTLEBLOWER POLICY**

The Quilt, Inc ("*The Quilt*") is committed to maintaining a workplace where employees are free to raise good-faith concerns regarding The Quilt's business practices, specifically (1) reporting suspected violations of the law on the part of The Quilt, including but not limited to federal laws and regulations, and (2) providing truthful information in connection with an inquiry or investigation by a court, an agency, law enforcement, or other governmental body.

An employee who wishes to report a suspected violation of the law or The Quilt policy may do so confidentially by contacting any director of the corporation or the President.

The Quilt expressly prohibits any form of retaliation, including harassment, intimidation, adverse employment actions, or any other form of retaliation, against employees who report suspected violations of the law or who cooperate in inquiries or investigations. Any employee who engages in retaliation will be subject to discipline up to and including termination.

Any employee who believes that he or she has been subjected to any form of retaliation as a result of reporting a suspected violation of the law or The Quilt policy should immediately report the retaliation to any director or the President.

Reports of suspected violations of law or policy and reports of retaliation will be investigated promptly and in a manner intended to protect confidentiality, consistent with a full and fair investigation. The Board will conduct, or designate other internal or external parties

