



## Non-Retaliation Policy

### Purpose

We believe it's important that employees aren't afraid to speak up about any issues. The Non-Retaliation Policy is intended to encourage and enable employees to raise good faith concerns regarding ethical misconduct or illegal actions without the fear of retaliation. The policy prohibits retaliation against employees who in good faith report concerns.

We take retaliation very seriously. Retaliation of any kind is against our values and policies and will be addressed accordingly. If you are found to be engaging in any retaliatory activity, you will be subject to disciplinary action, up to and including immediate discharge.

### Good faith reporting

A good faith report is made by an individual with reasonable belief of a violation or law or policy; who provides information or otherwise helps in an investigation; or who files, testifies, participates in or otherwise helps in any proceeding related to matters brought to the company's attention. Reports found to be made in bad faith or with malicious intent will not be tolerated and can lead to discipline.

You are encouraged to seek advice about doubtful situations, express concerns or report suspected violations that may jeopardize our reputation as an ethical, law-abiding company. In addition to reporting concerns or seeking guidance from individuals listed within each applicable policy, you can always contact whomever you are most comfortable with, including:

- A leader
- Confidential **EthicsLine** (available 24/7)
  - Phone - 888-536-1499
  - Web portal - [www.wec.ethics.ethicspoint.com](http://www.wec.ethics.ethicspoint.com)
- [Compliance Officer](mailto:compliance@wec.com) 414-221-3055
- Physical Security 920-433-1566

The **EthicsLine** is a toll-free, confidential method for employees to report ethical concerns and you may choose to remain anonymous. The **EthicsLine** is available 24 hours a day, 7 days a week. An independent company administers the line. Calls are handled promptly, professionally and with sensitivity. Matters are reported to the [Compliance Officer](mailto:compliance@wec.com). To the fullest extent practicable, all calls and the terms of their resolution are kept confidential.

### Retaliation

Retaliation can be any adverse action taken against an individual who made a good faith report or was involved in reporting or investigation of questionable conduct. Retaliation in the workplace may be expressed in a variety of ways. These include but are not limited to:

- Unsubstantiated, adverse performance evaluations or disciplinary action
- Adverse decisions relating to the terms or conditions of employment
- Interference with or denial of promotion or advancement opportunities, including training
- Suspension or lay-off of work duties affecting pay
- Physical threats and/or destruction of personal property
- Repeated intimidation or humiliation, derogatory or insulting remarks, harassment or social isolation which may occur indirectly or directly
- Transfer of duties, change of location of place of work (e.g., desk, shop, vehicle, etc.)

## **Reporting concerns of retaliation**

Employees who feel they have experienced any form of retaliation due to the good faith inquiries, or reporting of ethical misconduct or illegal actions should notify the WEC Energy Group [Compliance Officer](#) immediately. All such complaints will be investigated thoroughly and promptly.

## **Related resources**

[Code of Business Conduct](#)