



## 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 being retaliated. The policy prohibits retaliation against employees providing evidence of ethical violations.

### Good faith reporting

A good faith report is made by an individual with reasonable belief of a violation of 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 company. Examples include: conduct involving fraud; protection of company information and assets; violation of corporate policies; violations of federal, state, or local law; conflicts of interest; financial reporting; or to seek guidance on other potential illegal or unethical activities. In addition to reporting concerns or seeking guidance from individuals listed within the applicable policy, you can always contact whomever you are most comfortable with:

- 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 414-221-4024

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 from co-workers and/or supervisor
- Transfer of duties, change of location of place of work (e.g., desk, shop, vehicle, etc.)
- Or any other form of retaliation.

## **Reporting concerns of retaliation**

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

If the investigation determines any employee is found to be in violation of this policy by engaging in any retaliatory activity is subject to disciplinary action, up to and including immediate discharge.

## **Related resources**

[Code of Business Conduct](#)