



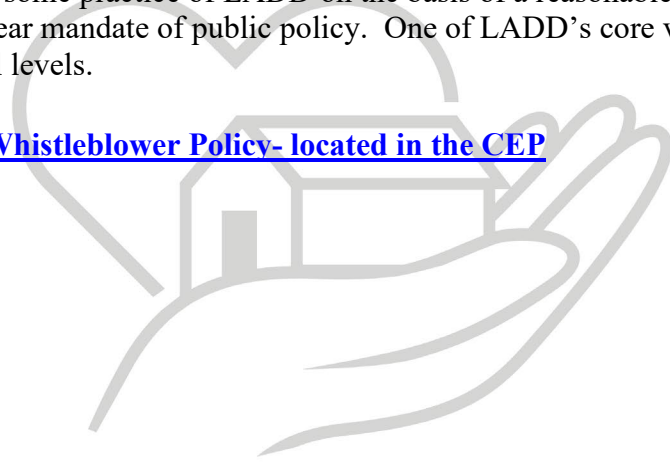
3.8 WHISTLEBLOWERS

LADD will follow all laws, regulations and contract standards regarding organizational behavior and will encourage any employee who reasonably believes that a policy, practice, or activity LADD engages in is a violation of the law, unethical or inappropriate to report that behavior without fear of retribution.

A whistleblower is an employee who reports an activity that he/she considers illegal, unethical or inappropriate. Examples of such behavior could be billing for services not performed or paying for something that was not delivered.

LADD and its employees will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of LADD on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy. One of LADD's core values includes positive open communication at all levels.

[Click Here to View the Whistleblower Policy- located in the CEP](#)



LADD

WE MAKE THE DIFFERENCE