



Conscientious Employee/Whistleblower Protection Policy

Revised 1/26/14

It is the policy of MORRIS HABITAT to adhere to all laws, regulations and clear mandates of public policy (collectively, "Law" or "Laws") that apply to the organization, and the underlying purpose of this policy is to support the organization's goal of legal, accounting and auditing compliance.

Employees have the right to complain of workplace practices or policies that they believe to be in violation of Law, including any rule or regulation promulgated pursuant to Law. The Company shall not take any adverse employment action, or otherwise retaliate against any individual for any of the following:

- Disclosing or threatening to disclose to a supervisor or member of management, an activity, policy or practice that the individual reasonably believes is in violation of a Law, or a rule or regulation promulgated pursuant to Law;
- Providing information to, or testifying before any public body conducting an investigation, hearing, or inquiry into any violation of law, or a rule or regulation promulgated pursuant to Law; or
- Objecting to, or refusing to participate in any activity, policy, or practice that the individual reasonably believes is a violation of a Law, rule or regulation promulgated pursuant to Law.

The Personnel Committee has designated the following MORRIS HABITAT Officials to receive complaints and answer employee questions regarding this policy:

Blair Schleicher Bravo, Chief Executive Officer
973.891.1934 Ext. 102 blair.bravo@morrishabitat.org
274 South Salem Street
Randolph, NJ 07869

Or

The President of the Board of Directors
Contact information for the Board President: info@MorrisHabitat.org

In accordance with law, a copy of this policy will be posted in all employment facilities and a copy of the law will be distributed to all employees annually.