

**WHISTLEBLOWER POLICY
FOR
A.G.C., LTD.**

The Board of Directors approves the following statement as the official policy of A.G.C., Ltd., and hereby directs the Executive Director that it is given to and acknowledged by all employees, and to take such other steps as are reasonably practical to publicize this policy as the official policy of the organization.

If any employee reasonably believes that some policy, practice, or activity of A.G.C., Ltd. is in violation of law, a written complaint may be filed by that employee with the Executive Director.

It is the intent of A.G.C., Ltd. to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of A.G.C., Ltd. and provides A.G.C., Ltd. with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with these requirements.

A.G.C., Ltd. will not retaliate against an employee who, in good faith, has made a protest or raised a complaint against some practice of A.G.C., Ltd., or of another individual or entity with whom A.G.C., Ltd. had a business relationship, on the basis of a reasonable belief that the practice is in violation of law or a clear mandate of public policy.

A.G.C., Ltd. will not retaliate against an employee who discloses or threatens to disclose to a supervisor or a public body any activity, policy, or practice of A.G.C., Ltd. that the employee reasonably believes is in violation of a law, or a rule, or regulation mandate pursuant to law or is in violation of a clear mandate or public policy concerning health, safety, welfare, or protection of the environment.