



## **CPI WHISTLEBLOWER POLICY**

It is the responsibility of all directors, officers and employees to comply with the Standards of Conduct and Business Ethics and to report violations or suspected violations in accordance with this Whistleblower Policy. No director, officer or employee who in good faith reports a violation of the Standards of Conduct or Business Ethics shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within CPI prior to seeking resolution outside CPI.

CPI will not retaliate against any employee for filing a complaint and will not knowingly permit retaliation by management employees or coworkers. CPI is particularly interested in doing what it can to prevent and correct incidents of unlawful discrimination, workplace violence and harassment. Retaliation against anyone for reporting an actual or suspected violation of a policy in good faith will not be tolerated and will subject the individual engaging in the retaliation to discipline up to termination. Appropriate action will also be taken to deter any future retaliation. Applicable law also prohibits retaliation against any employee by another employee or by CPI for reporting, filing, testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by CPI or a federal or state enforcement agency. Please report any complaints about retaliation in accordance with CPI's Open-Door Reporting Policy.

Retaliation against any employee as a result of their bringing forward any questions, concerns or complaints about accounting or auditing matters, recording of information, record retention, or in any other manner concerning the honesty and integrity of CPI's operation is also strictly prohibited. Please understand that by reporting these types of incidents to CPI, employees are assisting CPI to prevent and correct behavior that is inappropriate for the workplace.