

Whistleblower Protection Policy

Last Revised on 3/2022

Integrated Systems Corporation (ISCorp) requires directors, officers, employees, and contracted employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of ISCorp, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and customers to raise serious concerns internally so that ISCorp can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, and employees to report concerns about violations of ISCorp's code of ethics or suspected violations of law or regulations that govern ISCorp's operations.

No Retaliation

It is contrary to the values of ISCorp for anyone to retaliate against any board member, officer, or employee who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of ISCorp. 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.

Reporting Procedure

ISCorp has an open-door policy and suggests that employees, customers or associates share their questions, concerns, suggestions or complaints with ISCorp Senior Management. Senior Management is responsible for investigating all reported complaints. Employees, customers or associates with concerns or complaints may also submit them anonymously at:

<https://www.whistlr.app/o/iscorp>

ISCorp's Senior Management

ISCorp's Senior Management is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved.