

In accordance with the Gateway Development Commission (“GDC”) Whistleblower Protection Policy (the “Policy”), GDC has established a Whistleblower Access and Assistance Program through Lighthouse Services, Inc. for Employees (as defined in the Policy) who wish to report Wrongdoing (as defined in the Policy), including Wrongdoing by the Commission itself or any other concern regarding any issue at the Commission.

The final, adopted version of the Policy is available here - <http://www.gatewayprogram.org/wp-content/uploads/2021/08/7-12-21-Adopted-Whistleblower-Protection-Policy.pdf>.

Employees have a number of mechanisms through which they can report a concern or incident related to the Policy, including anonymously via the various contact methods listed below. Reporting options are referenced in Section II of the Policy, and also include direct contact with GDC Officers as further specified below.

- **Direct Contact:** Employees may directly contact the following GDC Officers:
 - Chief Ethics and Compliance Officer;
 - Inspector General (in the event of vacancy in this position, then the General Counsel); or
 - CEO or Co-Chairs of the Board of Commissioners (if an Employee determines disclosing through other reporting processes would hinder the investigation or expose them to Retaliatory Action (as defined in the Policy)).
- **Anonymous or Identified Reporting:** Employees have the option to report anonymously or can identify themselves in reports via the following options:
 - **Website:** www.lighthouse-services.com/gatewayprogram
 - **Anonymous Reporting Mobile App:**
 - Detailed app instructions are available at www.lighthouse-services.com/gatewayprogram
 - **Toll-Free Telephone:**
 - English speaking USA and Canada: 877-222-3157
 - Spanish speaking USA and Canada: 800-216-1288
 - **E-mail:** reports@lighthouse-services.com (must include company name with report)
 - **Fax:** 215-689-3885 (must include company name with report)
 - **Text Message:** SMS text messages can be sent to reports@lighthouse-services.com (must include company name with report)