



Integrated Systems Corporation
10325 N. Port Washington Rd.
Mequon, WI 53092

Tel: (262) 240-7777
Fax: (262) 240-7787
Web: www.iscorp.com

Whistleblower Protection Policy

I. Purpose

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 the ISCorp, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

II. Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others 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.

III. 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.

IV. Reporting Procedure

ISCorp has an open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with any Senior Vice President or the President/CEO of ISCorp. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the ISCorp's Senior Management, who has the responsibility to investigate all reported complaints. Employees with concerns or



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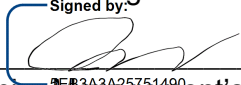
complaints may also submit their concerns in writing directly to their supervisor or the Senior Management.

Employees may also submit their concerns anonymously at <https://www.whistlr.app/iscorp/report> .

V. ISCorp’s Senior Management

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

COO - Jeff Zillner

Senior Management’s Printed Name
 Signed by: 
 Senior Management’s Signature
 10/24/2024 | 10:08:24 PDT
 Date

Revision Change Control Page

The change control page is used to record information about changes (i.e. additions, modifications, deletions) that have been made to this document and the appropriate signatures needed to approve changes.

Date	Section & Title	Page(s)	Summary of Change(s)	Author
1/25/2023	Entire document	Entire document	Font Change Verbiage Update to “Senior Management”	Dyszelski
	Senior Management	Pg 2	Added signing lines	
	Revision Table	Last Page	Added revision table	
1/24/2023	Header and footer		Spacing and date	Dyszelski
	Revision Change	Last Page	Grammar and spelling	

Integrated Systems Corporation reserves the right to change these procedures at any time without prior notice.



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9/25/2024	Header and footer	All	Date and Time	Dyszelski
	Reporting Procedure	2	Reporting URL	
	Document Control	3	Added	

Document Control

Version: 5.0

Effective Date: 2/23/2019

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