

**ZERO TOLERANCE FOR RETALIATION POLICY**  
**Washington Closure Hanford**

It is the expectation of the Company that all employees will work in a safety conscious work environment in which they are free to raise issues, concerns, and questions without fear of retaliation. Retaliation is any action that has the effect of punishing a person for engaging in legally-protected activities such as harassment, intimidation, threats, coercion, or similar actions. Raising a concern that you reasonably believe reveals actual or potential damage to the environment, public health, or safety (including work place safety), waste, fraud, or abuse, or retaliation is protected by law. Retaliation, or the perception of retaliation against any employee for raising a safety-related concern, might create a “chilling effect” that undermines the free flow of information.

Management will proactively create a work environment where raising concerns is not only encouraged, but expected. This will be accomplished through management visits to the field, supervisory training, and regular communications. We believe these actions, as well as others, will result in an environment where employees who may not be otherwise comfortable raising concerns will have the confidence to do so. All employees have the right and responsibility to raise such concerns to one of the many avenues available (e.g., management, Safety Representatives, Employee Concerns, or DOE). Retaliation against an employee who raises a concern protected by law will not be tolerated. Allegations of retaliation will be investigated and, if substantiated, appropriate actions will be taken.

If you believe you are being retaliated against after raising a concern or if you have questions, contact the Company Employee Concerns Representative, Dennis Hurshman, at 372-9190.

A handwritten signature in black ink, appearing to read 'P. L. Pettiette', with a stylized flourish at the end.

P. L. Pettiette  
Project General Manager

October 25, 2006