


Policy	
WHISTLEBLOWING	

Hitachi Rail Honolulu (HRH) is committed to protecting current and former employees and applicants for employment from interference and retaliation when making protected disclosures, or “whistleblowing,” which includes disclosing information related to: a violation of law, rule, or regulation; gross mismanagement; gross waste of funds; abuse of authority; or a substantial and specific danger to public health or safety. The Whistleblower Protection Act of 1989 and Hawaii law, HRS § 378-62 protect individuals who report misconduct from retaliation.

HRH will initiate appropriate actions against responsible persons who take, threaten to take, or fail to take a personnel action with respect to any employee, former employee, or applicant for employment because of any protected disclosure of information.

HRH will not tolerate whistleblower retaliation. Legitimate disclosure of information by employees is an invaluable resource for the oversight of our operations. I expect that employees are able to report these matters confidentially.

I am committed to maintaining HRH’s position as a Company that respects the rights of current and former employees and applicants for employment to raise legitimate concerns without fear of retaliation.

Approved By:	Director, Operations and Maintenance		
Signature:			
Date:			

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