



DUKE ENERGY NOTICE TO EMPLOYEES GOVERNMENT CONTRACTOR WHISTLEBLOWER PROTECTIONS

Duke Energy complies with all laws and regulations applicable to its business and operations, including, but not limited to, those set forth in 41 U.S.C. § 4712 and the Federal Acquisition Regulation (FAR) 3.900 through 3.905. The purpose of this Notice is to inform Duke Energy employees, and the employees of any Duke Energy subcontractor, subgrantee or personal services contractor, of the whistleblower rights and remedies provided for by 41 U.S.C. § 4712 and FAR 3.900 through 3.905.

41 U.S.C. § 4712 and FAR 3.900 through 3.905 expressly prohibit contractors, subcontractors, subgrantees and personal service contractors from discharging, demoting or otherwise discriminating against an employee as a reprisal for disclosing what they honestly and reasonably believe is:

- Gross mismanagement of a federal contract or grant;
- Gross waste of federal funds;
- Abuse of authority relating to a federal contract or grant;
- Substantial and specific danger to public health or safety; and/or
- Violation of law, rule, or regulation related to a federal contract or grant (including the competition for or negotiation of a contract or grant).

Disclosures may be made to:

- A Duke Energy management official, or a designated employee of an applicable subcontractor, subgrantee, or personal services contractor, who has the responsibility to investigate, discover, or address misconduct related to a federal contract or grant;
- A federal employee responsible for contract or grant oversight or management at the relevant agency;
- An authorized official of the Department of Justice or other law enforcement agency;
- An Inspector General;
- The Government Accountability Office;
- A Member of Congress or a representative of a committee of Congress; and/or
- A court or grand jury.

Duke Energy also has inserted or will insert the following text of FAR 52.203-17 in all applicable contracts and subcontracts:

Contractor Employee Whistleblower Rights (November 2023)

- (a) This contract and employees working on this contract will be subject to the whistleblower rights and remedies established at 41 U.S.C. 4712 and Federal Acquisition Regulation (FAR) 3.900 through 3.905.



**DUKE ENERGY NOTICE TO EMPLOYEES
GOVERNMENT CONTRACTOR WHISTLEBLOWER PROTECTIONS**

- (b) The Contractor shall inform its employees in writing, in the predominant language of the workforce, of employee whistleblower rights and protections under 41 U.S.C. 4712, as described in FAR 3.900 through 3.905.
- (c) The Contractor shall insert the substance of this clause, including this paragraph (c), in all subcontracts.

Nothing in this Notice or in any Duke Energy agreement, policy or procedure prohibits or impedes any employee, contractor, subcontractor, consultant or other individual, whether with or without prior notice to Duke Energy, from communicating and cooperating directly with any governmental agencies, including but not limited to, any contracting agency, the SEC (such as under SEC Rule 21F-17), the EEOC or the NLRB (such as exercising Section 7 rights under the National Labor Relations Act), regarding any possible unlawful conduct, waste, fraud or abuse, other potential wrongdoing, and as part of any government investigation into same.

While not required, as part of its internal compliance efforts Duke Energy nevertheless strongly encourages individuals who make a report to one of the persons or agencies listed above to also notify Duke Energy so that it can promptly review and address any potential concerns or conduct, as appropriate. There are multiple options for reporting to Duke Energy, including, but not limited to (1) contacting supervision or another member of management; (2) contacting Human Resources; (3) calling Duke Energy's EthicsLine at 866-838-4427; (4) contacting the EthicsLine at <https://ethicsline.duke-energy.com>; and (5) mailing a letter to the Ethics Office, P.O. Box 1333, Charlotte, North Carolina 28201. The EthicsLine is a dedicated service maintained by a third-party vendor and is available 24 hours a day, seven days a week.