

2026



# WHISTLEBLOWER POLICY



## AMPORTS WHISTLEBLOWER POLICY

(Included in company handbook and posted at each job site)

### Purpose

It is the desire of AMPORTS to create a working environment for its employees that is honest and fair. We also want our employees to be able to call attention to legal or policy violations, and it is our further desire to promptly investigate the concerns that employees raise with impartiality.

To further these policies of openness and reporting, AMPORTS has adopted this policy and wants employees to know it will not retaliate against any employee for reporting, in good faith, suspected violations of laws, regulations or company policies. This means AMPORTS will not terminate, demote, suspend, subject to unwarranted performance ratings, make significant changes in job responsibilities, transfer to a less desirable assignment or otherwise discriminate against an employee for calling attention to acts that are, in good faith, suspected to be illegal, unethical or in violation of our policies. This includes anyone giving information relating to an investigation. Any AMPORTS employee found to have so retaliated shall be disciplined up to and including possible termination in accordance with company policies and procedures. However, AMPORTS also reserves the right to discipline anyone who knowingly makes a false accusation, provides false information to the company, or has acted improperly.

If you are aware of any matters which you, in good faith, believe constitute violations of law, regulations, or company policies or are otherwise unethical, you should report them to your immediate supervisor or the head of Human Resources at your location as soon as reasonably possible. If, for any reason, you believe you cannot or should not report these matters to either of these individuals, please report them to one of the following persons:

### Names

Batina Smith, Vice President, Human Resources  
Jake Brown, Chief Financial Officer  
Richard Gottuso, General Counsel

### Phone Numbers

904-855-2933  
904-265-6267  
732-397-3099