



Whistleblowing

VINTECH Industries - Michigan Whistleblowers' Protection Act – Act 469 of 1980

Michigan's whistleblowing law prohibits employers from discharging or discriminating against an employee for reporting an alleged violation of the law to a public body or because the public body asks the employee to participate in an investigation, hearing, or inquiry. The whistleblower law doesn't require employers to compensate an employee for participation in an investigation, hearing, or inquiry held by a public body.

15.362 Discharging, threatening, or otherwise discriminating against employee reporting violation of law, regulation, or rule prohibited; exceptions. Sec. 2. An employer shall not discharge, threaten, or otherwise discriminate against an employee regarding the employee's compensation, terms, conditions, location, or privileges of employment because the employee, or a person acting on behalf of the employee, reports or is about to report, verbally or in writing, a violation or a suspected violation of a law or regulation or rule promulgated pursuant to law of this state, a political subdivision of this state, or the United States to a public body, unless the employee knows that the report is false, or because an employee is requested by a public body to participate in an investigation, hearing, or inquiry held by that public body, or a court action.

Exceptions

The whistleblower law does not:

- Protect employees who report knowingly false violations.
- Diminish or impair the rights of a person under any collective bargaining agreement, nor permit disclosures that would diminish or impair the rights of any person to the continued protection of confidentiality of communications where statute or common law provides such protection.

Notice

Employers must post notices and use other appropriate means to inform employees of their protections and obligations under the whistleblowing law.

Michigan Whistleblowers' Protection Act, Mich. Comp. Laws §§ 15.361 – 15.368.

Internal reporting system

Contact the relevant person for matters related to whistleblowers' protection act.

Name: Courtney Schoonover-HR Director

Phone: 810-724-7400

E-mail: HR@vintechplastics.com

Forms of reporting

- paper form – using the Employee Complaint Form
- Mail: address: VINTECH Industries 611 Industrial Park Drive, Imlay City, MI 48444
- E-mail sent to the address: HR@vintechplastics.com
- Orally in a personal meeting with the relevant person

The reporter must identify themselves in the notice by name, surname, date of birth and contact address. Anonymous notices are excluded by VINTECH Industries.