

**READYONE
WHISTLEBLOWER POLICY**

Title: Whistleblower Policy (Policy for the Reporting of Financial, Auditing or Governance Improperities).

To: All directors, officers, employees, contractors, agents, representatives, customers, suppliers, attorneys, accountants, and insurers of ReadyOne Industries, Inc. ("ReadyOne"), and the immediate family and in-laws of each of them.

Standard: The directors, officers, employees, contractors, agents and representatives of ReadyOne must comply with the laws and regulations applicable to nonprofit corporations and government (AbilityOne) contractors and must faithfully implement ReadyOne's policies and procedures. This is particularly true with regard to matters and controls that affect ReadyOne's finances, audits, compliance, and governance. Accordingly, you have the responsibility to report any circumstances of which you have actual knowledge or a reasonable good faith belief that ReadyOne's internal controls, auditing functions, accounting systems, compliance, or governance policies are compromised or threatened.

Procedure for Reporting Financial, Auditing, or Governance Improperities:

If you become aware of or have a reasonable good faith belief that ReadyOne's internal controls, auditing functions, accounting systems, compliance or governance policies are compromised or threatened, you should report your concerns immediately, without fear of dismissal or retaliation, whether direct or indirect, against you for making a good faith report in accordance with this Whistleblower Policy or for cooperating with an investigation of a report.

NOTE: ReadyOne Industries recognizes that your Instructors, Supervisors, Managers and HR Staff are your immediate company resources for your day-to-day concerns and support issues. If you feel uncomfortable or do not believe that normal channels of communication can/should be used to express concerns about or knowledge of improperities (i.e., contacting your Instructors, Supervisors, Managers, HR Staff, Executive Staff or the Board directly), the report should be submitted in ReadyOne's website under the "EthicsPoint" web link, where you can place an anonymous report in confidence, or by calling EthicsPoint's (a third party hotline provider) 1(855) 266-7043 number, located on posted announcements throughout ReadyOne's facility.

Examples of such improperities include, but are not limited to, the following:

- supplying false or misleading information on ReadyOne's financial documents, including the tax return (Form 990) and/or ReadyOne's AbilityOne compliance documents,
- providing false information to or withholding material information from ReadyOne's auditors,
- violations of ReadyOne's Code of Conduct or Conflicts of Interest Policy,
- self-dealing, private inurement and private benefit (i.e. company assets being used for personal gain or benefit),
- payment for services or goods that are not rendered or delivered,

- embezzlement, or
- planning, facilitating or concealing any of the above.

You may submit a report in writing or orally to your Instructors, Supervisors, Managers, HR Staff, Executive Staff or to the Board directly, but your report must contain enough information to substantiate the concern described in the report and to allow an appropriate investigation to be conducted. All reports will be received and acted upon in confidence to the maximum extent possible given legal requirements and the need to gather facts, conduct an effective investigation, and take necessary corrective action.

Following investigation, ReadyOne may take such appropriate remedial and disciplinary action as it deems justified by the circumstances, including but not limited to, terminating employment of the offending party, seeking restitution of the offending party, and/or reporting the matter to appropriate law enforcement authorities of the offending party.

ReadyOne will not tolerate retaliation, whether direct or indirect, against you for making a good faith report in accordance with this policy or for cooperating with an investigation of a report. Notwithstanding the foregoing, if you have violated corporate policies and procedures, you will be subject to disciplinary action and such disciplinary action shall not constitute retaliation even if you cooperate fully with ReadyOne's investigation of the violation.

Adopted June 21, 2006

Amended September 14, 2007

Amended August 15, 2011