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About the AlertLine

What is the AlertLine?

Regency's AlertLine is a comprehensive and confidential reporting tool created by EthicsPoint to assist management and employees in working together to address fraud, abuse, and other misconduct in the workplace, while cultivating a positive work environment.

Why do we need a system like the AlertLine?

- We believe that our employees are our most important asset. By creating open channels of communication, we can promote a positive work environment and maximize productivity.
- An effective reporting system will augment our other efforts to foster a culture of integrity and ethical decision-making.
- Publicly traded companies are required by law to have an anonymous reporting vehicle to address accounting and auditing fraud directly to the audit committee.

Reporting – General

May I report using either the Internet or the telephone?

Yes. With the AlertLine, you have the ability to make a confidential, anonymous report via either the telephone or the Internet. You may choose to remain anonymous reporting by the Internet or by telephone.

What type of situations should I report?

The AlertLine system is designed for employees to report any violation of our stated Code of Business Conduct and Ethics, our Employee Handbook or other concern you may have.

If I see a violation, shouldn't I just report it to my manager, security, or human resources and let them deal with it?

When you observe some behavior that you believe violates our Code, we expect you to report it. Ideally, you should bring any concerns forward to your direct manager, or other member of our management team. We recognize, however, that there may be circumstances when you are not comfortable reporting the issue in this manner. It is for such circumstances that we have partnered with the AlertLine. We would rather you report it here, anonymously if you would like, than keep the information to yourself.

Why should I report what I know? What's in it for me?

We believe in unwavering standards of honesty and integrity. Further, we all have the right to work in a positive environment and with that right comes the responsibility of acting in an ethical manner. This also means we need to let the appropriate people know if someone is not acting appropriately. By working together, we can maintain a healthy and productive environment and live up to Regency's values. Corporate misconduct threatens our exceptional culture and the livelihood of our company.

Does management really want me to report?

We certainly do. In fact, we *need* you to report. You know what is going on in our company - both good and bad. You may have initial knowledge of an activity that may be cause for concern. Your reporting can minimize the potential negative impact on the company and our people. Also, offering positive input may help identify issues that can improve corporate culture and performance.

Where do these reports go? Who can access them?

Reports are entered directly on the AlertLine secure server to prevent any possible breach in security. AlertLine makes these reports available only to specific individuals within the company who are charged with evaluating the report, based on the type of violation and specific allegations. Each of these report recipients has had training in keeping these reports in the utmost confidence.

How are AlertLine reports handled?

Please click the link to see [Resolving a Concern](#) for details on how concerns are reviewed, investigations are initiated, processed and reported, disciplinary decisions are made and reviewed, and how you may be notified at the conclusion.

Isn't this system just an example of someone watching over me?

The AlertLine system concentrates on being a positive aspect of our overall philosophy, and allows us to assure a safe, secure, and ethical workplace. You are encouraged to seek guidance on ethical dilemmas, provide positive suggestions, or communicate a concern. See the [Ethical Decision Making Model](#) for additional details on navigating an ethical dilemma.

Effective communication is critical in today's workplace and this is a great tool to enhance that communication.

We have carefully chosen the best reporting tool to meet our compliance obligations while maintaining a positive reporting environment.

How do I know I won't be retaliated against for making a report?

Regency has an anti-retaliation policy, as stated in our Code of Business Conduct and Ethics. Regency will not tolerate retaliation against employees who report misconduct.

If you believe you are being retaliated against, immediately contact the SVP-Human Resources, the General Counsel, or VP-Internal Audit or another member of the Compliance Committee. Click on the attachment to see the [Compliance Committee](#) members.

Reporting Security & Confidentiality

It is my understanding that any report I send from a company computer generates a server log that shows every web-site that my PC connects with, and won't this log identify me as a report originator?

The AlertLine does not generate or maintain any internal connection logs with IP addresses, so no information linking your PC to the AlertLine is available. In fact, EthicsPoint, the AlertLine administrator, is contractually committed not to pursue a reporter's identity.

If you feel uncomfortable making a report on your work PC, you have the option of using a PC outside our work environment (such as one located at a coffee shop with WiFi, at a friend's house, etc.) through the AlertLine secure website. Use this URL to make a report from any computer: <http://www.regencycenters.ethicspoint.com>.

Many people choose this option, as EthicsPoint's data shows that fewer than 12% of reports are generated during business hours.

Can I make a report from home and still remain anonymous?

A report from any computer, whether work, home, a neighbor's computer, or any Internet portal will remain secure and anonymous. Use this URL to make a report from any computer: <http://www.regencycenters.ethicspoint.com>. An Internet portal never identifies a visitor by screen name and the AlertLine system strips away Internet addresses so that anonymity is totally maintained. Plus, EthicsPoint, the AlertLine administrator, is contractually committed not to pursue a reporter's identity.

You may also call the AlertLine toll-free hotline at 877-861-6669, which is available 24 hours a day, 365 days a year. You may remain anonymous if you choose.

I am concerned that the information I provide to EthicsPoint through the AlertLine will ultimately reveal my identity. How can you assure me that will not happen?

The AlertLine system is designed to protect your anonymity. However, if you wish to remain anonymous, you - as a reporting party - need to ensure that the body of the report does not reveal your identity by accident. For example, "From my cube next to Jan Smith..." or "In my 33 years...".

Is the telephone toll-free hot line confidential and anonymous too?

Yes. You will be asked to provide the same information that you would provide in an Internet-based report and an interviewer will type your responses into the AlertLine Web site. You may choose to remain anonymous and not reveal your name or identifying information. These reports have the same security and confidentiality measures applied to them during delivery.

What if I want to be identified with my report?

There is a section in the report for identifying yourself, if you wish.

Tips & Best Practices

I am aware of some individuals involved with unethical conduct, but it doesn't affect me. Why should I bother reporting it?

Regency is your company and you are responsible for letting the appropriate people know if someone is not acting appropriately. By working together, we can maintain a healthy and productive environment and live up to Regency's values. Corporate misconduct threatens our exceptional culture and the livelihood of our company. Our company chooses to promote ethical behavior. All unethical conduct, at any level, ultimately hurts the company and all employees, including you. You only have to consider what happened in recent corporate scandals to see the disastrous effects that a seemingly harmless lapse in ethics can have on an otherwise healthy company. So, if you know of any incidents of misconduct or ethical violations, consider it your duty to yourself and your coworkers to report it.

I am not sure if what I have observed or heard is a violation of company policy, or involves unethical conduct, but it just does not look right to me. What should I do?

Make a report. EthicsPoint can help you prepare and make your AlertLine report so it can be properly understood. We'd rather you report a situation that turns out to be harmless than let possible unethical behavior go unchecked because you weren't sure. It's rare for someone to be aware of all the details that confirm unethical behavior. It's much more likely that you will see something that doesn't seem right and that makes you uncomfortable. That is the time to alert someone or to make an AlertLine report.

What if my boss or other managers are involved in a violation? Won't they get the report and start a cover-up?

The AlertLine system and report distribution are designed so that implicated parties are not notified or granted access to reports in which they have been named. The investigation team is a small team of professionals responsible for keeping reports confidential and appropriately investigating claims of wrongdoing. See [Resolving a Concern](#) for additional information.

What if I remember something important about the incident after I make the report? Or what if the company has further questions for me concerning my report?

When you make a report at the AlertLine Web site or through the AlertLine Call Center, you receive a unique report key and are asked to choose a password. You can return to the AlertLine system again either by Internet or telephone and access the original report to add more detail or answer questions posed by a company representative and add further information that will help resolve open issues. We strongly suggest that you return to the site in the time specified to answer company questions. If you choose to report anonymously, you and the company are now able to enter into an “anonymous dialogue,” where situations are not only identified, but can also be resolved, no matter how complex.

Are these follow-ups on reports as secure as the first one?

All AlertLine correspondences are held in the same strict confidence as the initial report, continuing under the umbrella of anonymity.

Can I still make a report if I don't have access to the Internet?

You can make an AlertLine report from any computer that can access the Internet. You can make a report from home. Many public locations, including the public library, have Internet computers. If you don't have access to or are uncomfortable using a computer, you can call the AlertLine toll-free hotline at 877-861-6669, which is also available 24 hours a day, 365 days a year. You may choose to remain anonymous.