

WASHINGTON FEDERAL, INC.
WHISTLEBLOWER POLICY

Purpose

It is the intent of the company to encourage open and effective communication throughout the organization. It is expected that all managers, officers and employees will conduct themselves in their daily activities in such a way as to ensure the integrity of the company's financial reporting processes.

In compliance with Sections 301 and 806 of the Sarbanes-Oxley Act of 2002 and related SEC requirements, the Audit Committee of the Board of Directors hereby establishes the following procedures for the reporting and treatment of questionable accounting or auditing practices. These procedures shall be reviewed annually and communicated to all employees of Washington Federal Savings, including employees of the company's subsidiaries where applicable.

Authority

The Audit Committee shall oversee complaints regarding accounting or auditing matters and is vested with the sole authority to determine the merits and the appropriate resolution of each complaint.

Whistleblower Protection

Any employee of the company who in good faith reports a complaint or concern regarding accounting or auditing matters may do so without fear of discrimination in employment or retaliation of any kind.

Complaint Procedures

Any concern on the part of an employee addressing questionable accounting practices, weaknesses in internal controls or other auditing matters should be reported. Questionable accounting practices may include issues relating to fraud, suspected embezzlement, and/or misstatements or misrepresentations of the company's financial records.

Employee complaints should be submitted to the Internal Auditor. Written complaints should be marked confidential and addressed to: Internal Auditor, c/o Washington Federal Inc., 425 Pike Street, Seattle, WA 98101. Complaints may also be reported by calling the Internal Auditor directly at (206) 777-8282. If the issue involves the Internal Audit Department, complaints should be marked confidential and submitted in writing to the Audit Committee Chairman, c/o Washington Federal Inc., 425 Pike Street, Seattle, WA 98101, attention Mr. Clearman. If requested by the complainant, submissions will be kept confidential. Submissions may also be reported anonymously. Any externally submitted complaints received by the company will be handled in the same manner.

On behalf of the Audit Committee, the Internal Auditor will maintain a log of complaints received. He/she will advise the Audit Committee of complaints received at the earliest appropriate time based on the urgency of the complaint and no later than the next regularly scheduled committee meeting. Once the Internal Auditor has been notified of a concern, he/she will assess the merits of the complaint and make a recommendation to the Audit Committee with regard to its resolution. The Internal Auditor will also respond to the individual who filed the complaint, if known, as to the progress and ultimate outcome. The Internal Auditor will maintain copies of complaints regarding financial records for a period of seven years.