



## Childspring International Whistleblower Protection Policy

### General

The Childspring International Code of Conduct requires directors, volunteers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Employees and representatives of the organization must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

The objectives of the Childspring International whistleblower policy are to establish policies and procedures for

- the submission of concerns regarding questionable accounting or auditing matters by employees, directors, officers, and other stakeholders of the organization on a confidential and anonymous basis;
- the receipt, retention, and treatment of complaints received by the organization regarding accounting, internal controls, or auditing matters; and
- the protection of directors, volunteers, and employees reporting concerns from retaliatory actions

### Reporting Responsibility

Each director, volunteer, and employee of Childspring International has an obligation to report in accordance with this whistleblower policy (a) any questionable or improper accounting or auditing matters and (b) any violations and suspected violations of Childspring International's Code (hereinafter collectively referred to as concerns).

### Authority of Audit Committee

All reported concerns will be forwarded to the audit committee in accordance with the procedures set forth herein. The audit committee shall be responsible for investigating and making appropriate recommendations to the board of directors with respect to all reported concerns.

### No Retaliation

This whistleblower policy is intended to encourage and enable directors, employees and volunteers to raise concerns within the organization for investigation and appropriate action. With this goal in mind, no director, volunteer, or employee who, in good faith, reports a concern shall be subject to retaliation or, in the case of an employee, adverse employment consequences. Moreover, an employee who retaliates against someone who has reported a concern in good faith is subject to discipline up to and including termination of employment.

### Reporting Concerns

#### Employees

Employees should first discuss their concern with their immediate supervisor. If, after speaking with his or her supervisor, the individual continues to have reasonable grounds to believe the concern is valid, the individual should report the concern to the Chair of the Audit Committee. In addition, if the individual is uncomfortable speaking with his or her supervisor, or the supervisor is a subject of the concern, the individual should report his or her concern directly to the Chair of the Audit Committee.

If the concern was reported verbally to the immediate supervisor, the reporting individual, with assistance from the immediate supervisor, shall reduce the concern to writing. The Immediate supervisor is required to promptly report the concern to the Chair of the Audit Committee, who has specific and exclusive responsibility to investigate all concerns. If the Chair of the Audit Committee, for any reason, does not promptly forward the concern to the audit committee, the reporting individual should directly report the concern to the chair of the audit committee. Contact information for the Chair of the Audit Committee is Kurtis Wolff, CPA, Audit Committee Chair, Childspring International, kurtiswolff@gmail.com. Concerns may be also be submitted anonymously. Such anonymous concerns should be in writing and sent directly to the chair of the audit committee.

### **Directors**

Directors should submit concerns in writing directly to the chair of the audit committee.

### **Handling of Reported Violations**

The audit committee shall address all reported concerns. The chair of the audit committee shall immediately notify the audit committee, the president, the executive director, and COO of any such report. The chair of the audit committee will notify the sender and acknowledge receipt of the concern within five business days, if possible. It will not be possible to acknowledge receipt of anonymously submitted concerns.

All reports will be promptly investigated by the audit committee and appropriate corrective action will be recommended to the board of directors, if warranted by the investigation. In addition, action taken must include a conclusion, follow-up, or both, with the complainant for complete closure of the concern.

The audit committee has the authority to retain outside legal counsel, accountants, private investigators, or any other resource deemed necessary to conduct a full and complete investigation of the allegations.

### **Acting in Good Faith**

Anyone reporting a concern must act in good faith and have reasonable grounds for believing the information disclosed indicates an improper accounting or auditing practice or a violation of the codes. The act of making allegations that prove to be unsubstantiated, or that prove to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in discipline, up to and including dismissal from the volunteer position or termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.

### **Confidentiality**

Reports of concerns and investigations pertaining thereto shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Disclosure of reports of concerns to individuals not involved in the investigation will be viewed as a serious disciplinary offense and may result in discipline, up to and including termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.

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