

# **FAITH, HOPE AND LOVE GLOBAL MINISTRIES**

## **WHISTLEBLOWER POLICY**

### **1. Purpose.**

Faith, Hope and Love Global Ministries ("FHLGM") requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities, and all directors, officers and employees to comply with all applicable laws and regulatory requirements.

### **2. Reporting Responsibility.**

FHLGM seeks to have an "Open Door Policy" and encourages directors, officers and employees to share their questions, concerns, suggestions or complaints regarding the organization and its operations with someone who can address them properly. In most cases, a director should present his concerns to the Board Chair. The President is generally in the best position to address an employee's area of concern. However, if a director is not comfortable speaking with the Board Chair or is not comfortable with the Board Chair's response, or if an employee is not comfortable speaking with the President or if the employee is not satisfied with the President's response, the director or employee is encouraged to speak with anyone on the Board or executive staff whom the employee is comfortable in approaching.

### **3. No Retaliation.**

No director, officer or employee who in good faith reports a violation of a law or regulation requirement shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblowers Policy is intended to encourage and enable persons to raise serious concerns within FHLGM prior to seeking resolution outside FHLGM.

### **4. Compliance Officer.**

FHLGM's President will act as FHLGM's Compliance Officer. The Compliance Officer is responsible for investigating and resolving all employee complaints and allegations. An independent director will take on the Compliance Officer role if the complaint involves the President.

### **5. Accounting and Auditing Matters.**

The Board of Directors shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The President shall immediately notify the Board of Directors of any such complaint and work with the Board until the matter is resolved.

### **6. Requirement of Good Faith.**

Anyone filing a complaint concerning a violation or suspected violation of the law or regulation requirements must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

### **7. Confidentiality.**

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

## **8. Handling of Reported Violations.**

The Compliance Officer, or the person responsible for carrying out the Compliance Officer's role with respect to a reported or suspected violation, will acknowledge receipt of the reported violation or suspected violation by writing a letter (or e-mail) to the complainant within five business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.