



Whistle Blowing Policy 2022

1. Purpose

Gender Links requires Board Members, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Gender Links, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

2. Reporting responsibility

This Whistle Blower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that Gender Links can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of Gender Links' Code of Conduct or suspected violations of law or regulations that govern Gender Links' operations.

3. No retaliation

It is contrary to the values of Gender Links for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of Gender Links. 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.

4. Reporting procedure

- Gender Links has an open door policy. Employees should share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with a senior manager such as ED/SPA, or a Board Member.
- Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the Gender Links Compliance Manager, who has the responsibility to investigate all reported complaints.
- The Gender Links Compliance Manager will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation

5. Compliance Manager

The Gender Links' Compliance Manager is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Manager will advise the ED/SPA and/or the Board of Directors of all complaints and their resolution and will report quarterly to the Audit Committee on compliance activity relating to accounting or alleged financial improprieties.

6. Accounting and Auditing Matters

The Gender Links Compliance Manager shall immediately notify the Audit Committee/Finance Committee of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

7. Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation 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.

8. Confidentiality

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