

Third Wave Volunteers Whistleblower Policy

Third Wave Volunteers requires directors, 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 Third Wave Volunteers, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that Third Wave Volunteers 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 Third Wave Volunteers' code of ethics or suspected violations of law or regulations that govern Third Wave Volunteers' operations.

No Retaliation

It is contrary to the values of Third Wave Volunteers 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 Third Wave Volunteers. 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.

Reporting Procedure

Third Wave Volunteers has an open door policy and suggests that employees 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 the Executive Director or Chief Operating Officer (Compliance Officer). Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to the Third Wave Volunteers' Compliance Officer, who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or the Executive Director or Compliance Officer.

Compliance Officer

The Third Wave Volunteers' Compliance Officer is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the Executive Director and the Chair of the Board of Directors of all complaints and their resolution and will report at least annually to the Board Chair on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

Third Wave Volunteers' Compliance Officer shall immediately notify the Executive Director and Board Chair of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with leadership and the board until the matter is resolved.

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.

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

Third Wave Volunteers' Compliance Officer 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.

Compliance Officer:

Luciana Pavan
Chief Operating Officer
Third Wave Volunteers
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305-987-1663

Policy approved by the Third Wave Volunteers Board of Directors on December 10, 2022.