



# PIONERO PHILANTHROPY

## Whistleblower Policy

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

### Reporting Responsibility

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

### No Retaliation

It is contrary to the values of Pionero Philanthropy for anyone to retaliate against any boardmember, 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 Pionero Philanthropy. 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

Pionero Philanthropy 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 Director. Supervisors are required to report complaints or concerns about suspected ethical and legal violations in writing to Pionero Philanthropy's Director, 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 Director.

Pionero Philanthropy's Director is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Director will advise the Board of Directors of all complaints and their resolution.

### 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**

Pionero Philanthropy's Director 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.

A handwritten signature in black ink, appearing to read "H. Rothwell". The signature is written in a cursive style with a horizontal line underneath the name.

**Harriette Rothwell**  
**Director**

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