



WHISTLE BLOWER POLICY

OVERVIEW

In accordance with the 2002 Sarbanes-Oxley Act, the Foundation has established the following policy that allows individuals to come forward with credible information on illegal or unethical practices or activities that violate Delaplaine Foundation policies without facing retaliation.

Trustees and Foundation staff have a responsibility to report to the Chair of the Board and/or President what they believe in good faith to be material violations of laws, policies or accounting regulations. Such complaints shall be kept confidential and materials supporting the complaint shall be safeguarded. Whistle blowers shall not be subjected to retaliation of any kind. Working in concert with independent advisors as necessary, the Executive Committee of the Board of Trustees shall investigate the allegation and take appropriate actions to resolve the matter and ensure the rightful, transparent conduct of the Foundation's work.