

Food Industry Association Executives' ***Whistleblower Policy***

The Food Industry Association Executives' Whistleblower Policy 1) encourages staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the Organization; 2) specifies that the Organization will protect the person from retaliation; and 3) identifies where such information can be reported

1. Encouragement of Reporting. FIAE encourages complaints, reports or inquiries about illegal practices or serious violations of the Organization's policies, including illegal or improper conduct by the Organization itself, by its leadership, or by others on its behalf. Examples of subjects to raise would include financial improprieties, accounting or audit matters, ethical violations, or other similar illegal or improper practices of policies.

2. Protection from retaliation. FIAE prohibits retaliation by or on behalf of the Organization against staff or volunteers for making good faith complaints, reports or inquiries under this policy or for participating in the review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. The Organization reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports or inquiries or who otherwise abuse this policy.

3. Where to report. Complaints or reports or inquiries may be made on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to the Organization's chief employed executive (President) or, Chairman of the Board. If both of these persons should be implicated in the complaints, then it should be reported to the Vice Chair of the Board. The Organization will then conduct a prompt, discreet and objective review. It shall also be recognized that the Organization may be unable to fully evaluate a vague or general complaints, report or inquiry that is made anonymously.

Approved at the

FIAE Board of Directors Meeting