

WHISTLEBLOWER POLICY

DEFINITION

A whistleblower is a person who reports misconduct to people or entities for corrective action.

PURPOSE

PWRDF promotes accountable and transparent ways of working and encourages honesty, integrity, and ethical conduct. The purpose of this policy is to give the assurance that PWRDF will not retaliate against any director, member, employee or agent of PWRDF who, in good faith and based on reasonable cause, raises concerns relating to questionable financial or operational matters, or violations of PWRDF policies and its Code of Ethics.

APPLICATION

This policy applies to all directors, members, employees, and agents of PWRDF.

POLICY

Any director, member, employee, or agent may in good faith submit complaints regarding, but not limited to

- conflicts of interest
- fiscal self-dealings
- unethical behaviors
- internal fiscal controls, auditing functions, accounting systems
- financial governance of PWRDF
- violation or possible violation of federal, provincial or municipal law or regulation

Anyone who submits complaints will not be subject to disciplinary or retaliatory action, either direct or indirect, by any other director, member, employee or agent of PWRDF as a result.

Any and every complaint will be dealt with promptly, seriously, and systematically following the PWRDF procedure for complaints.

AMENDMENT

This policy may be amended by the PWRDF Board.

Approval Date: November 2012

Review Date: November 2018

Revision Date: March 2019