

## SERES GLOBAL EMPLOYEE/VOLUNTEER PROTECTION (WHISTLEBLOWER POLICY)

**This policy was officially approved by the Board of Directors of SERES Global on November 1, 2016. Reviewed on January 23, 2021.**

It is the intent of SERES Global to adhere to all laws and regulations that apply to the organization and the underlying purpose of this policy is to support the organization's goals of legal compliance and ethical behavior.

If any SERES Global employee or volunteer reasonably believes that some practice or activity of SERES Global is in violation of law, organizational policy, and/or commonly accepted ethical standard, a written complaint must be filed by that employee or volunteer with the SERES Global Executive Director or the Board President.

SERES Global will not retaliate against an employee or volunteer who in good faith, has made a protest or raised a complaint against some practice of SERES Global, or of another individual or entity with whom SERES Global has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, organizational policy, or commonly accepted non-profit industry ethical standard.

SERES Global will not retaliate against employees or volunteers who disclose or threaten to disclose, to a supervisor or a public body, any activity, policy, or practice of SERES Global that the employee reasonably believes is in violation of a law, rule or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

An employee or volunteer is protected from retaliation under the terms of this policy **only** if the employee or volunteer brings the alleged activity, policy, for practice to the attention of SERES Global through written communication and provides SERES Global with a reasonable opportunity to investigate and correct the alleged unlawful or unethical activity. The protections described above are **only** available to employees or volunteers who comply with this requirement.

This policy will be made available to all employees and volunteers working with SERES Global and to the general public through publication on the SERES Global website.