

CENTER FOR ORANGUTAN AND CHIMPANZEE CONSERVATION, INC.

Employee Protection (Whistleblower) Policy

If any employee reasonably believes that some policy, practice, or activity of Center for Orangutan and Chimpanzee Conservation, Inc. (the "Center"), is in violation of law, rule or regulation, a written complaint must be filed by that employee with the Sanctuary Director or Board Chair.

It is the intent of the Center 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 goal of legal compliance. The support of all employees is necessary to achieving compliance with various laws and regulations. An employee is protected from retaliation only if the employee brings the alleged unlawful activity, policy, or practice to the attention of the Center, in writing, and provides the Center with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protections described below are only available to employees that comply with this requirement.

The Center will not retaliate against an employee who in good faith has made a protest or raised a complaint against some practice of the Center, or of another individual or entity with whom the Center has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, rule or regulation, or a clear mandate of public policy.

The Center will not retaliate against any employee who discloses or threatens to disclose to a supervisor or a public body, any activity, policy, or practice of the Center that the employee reasonably believes is in violation of any law, rule, or regulation or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

My signature below indicates my receipt and understanding of this policy. I also verify that I have been provided with an opportunity to ask questions about the policy.

Employee Signature

Date