



WHISTLEBLOWER PROTECTION POLICY

CORE Foundation Inc requires directors, officers, employees, and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of CORE Foundation, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

The Whistleblower Policy is intended to encourage and enable representatives and others to raise serious concerns internally so that CORE Foundation can address and correct inappropriate conduct and actions. It is the responsibility of all Board members, officers, employees and volunteers to report concerns about violations of CORE Foundation's code of ethics or suspected violations of law or regulations that govern CORE Foundation's operations.

No Retaliation

It is contrary to the values of CORE Foundation for anyone to retaliate against any Board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of CORE Foundation. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination.

Reporting Procedure

CORE Foundation has an open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor. If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the Chairman of the Board of Directors. Supervisors are required to report complaints or concerns about suspected ethical and legal violations in writing to CORE Foundation's Chairman of the Board, who has the responsibility to investigate all reported complaints.

Chairman of the Board of Directors

The Chairman is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Chair will advise the Board of Directors of all complaints and their resolution and will report at least annually on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

The Chairman of the Board shall immediately notify the Board of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the Board until the matter is resolved.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.