

Siri Singh Sahib Corporation Whistleblower Policy

Siri Singh Sahib Corporation (the “Corporation”) requires directors, officers, employees, contractors and volunteers (collectively, “employees”) to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Corporation, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and to raise serious concerns internally so that the Corporation can address and correct inappropriate conduct and actions. It is the responsibility of all employees to report concerns about unethical conduct or suspected violations of law or regulation.

No Retaliation

It is contrary to the values of the Corporation for anyone to retaliate against any employee who in good faith reports an ethics violation, or a suspected violation of law or regulation. Anyone who retaliates against an employee who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

Suspected legal or ethical violations should be reported to the Chief Executive Officer, your Board Chair/President or to the SSSC Office of Dharmic Counsel (odc@ssscorp.org). Supervisors who receive reports of suspected violations will advise the Chief Executive Officer and Office of Dharmic Counsel in writing of such reports. The Chief Executive Officer will contact the complainant and acknowledge receipt of the report. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

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. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.