

JORGE'S TREEHOUSE, CORP.  
WHISTLEBLOWER POLICY

**Jorge's Treehouse, Corp.** is committed to living up to high standards of ethical behavior. Directors, officers, staff members, volunteers and others are expected to speak honestly and openly and listen for understanding. They are encouraged to ask questions, make suggestions and report wrongdoing.

The **Jorge's Treehouse, Corp.** Whistleblower Policy is intended to encourage anyone to report suspected or actual occurrences of illegal, unethical or inappropriate behaviors or practices pertaining to **Jorge's Treehouse, Corp.'s** operations without fear of retribution. **Jorge's Treehouse, Corp.** strictly prohibits retaliation against a person who reports misconduct, raises a concern or cooperates in an investigation, provided that the person has acted in good faith and with a reasonable belief that the information provided is true.

For all **Jorge's Treehouse, Corp.** directors, officers, staff members and volunteers who wish to report a concern (a "Whistleblower"), the following procedures will apply:

1. The Whistleblower should promptly report the concern to the President or to the Secretary of **Jorge's Treehouse, Corp.** If the concern involves the President and/or the Secretary, the Whistleblower should contact the Vice-President of the **Jorge's Treehouse, Corp.**
2. The Whistleblower may report anonymously, however, it is often more difficult to appropriately follow-up on issues raised anonymously.
3. The person who receives the report from a Whistleblower must promptly act to investigate and/or resolve the issue.
4. The identity of the Whistleblower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement.

As of January 1, 2021