

## **EMPLOYEE PROTECTION (WHISTLEBLOWER) POLICY**

If any employee reasonably believes that some policy, practice, or activity of Hosanna Industries is in violation of law, a written complaint must be filed by that employee with the Executive Director. It is the intent of Hosanna Industries 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 Hosanna Industries and provides Hosanna Industries with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to employees that comply with this requirement. Hosanna Industries will not retaliate against an employee who in good faith, has made a protest or raised a complaint against some practice of Hosanna Industries or of another individual or entity with whom Hosanna Industries has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy. Hosanna Industries will not retaliate against employees who disclose or threaten to disclose to the Executive Director any activity, policy, or practice of Hosanna Industries that the employee reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate or public policy concerning the health, safety, welfare, or protection of the environment.