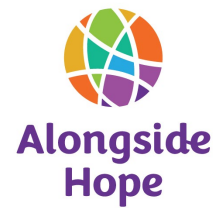


Whistleblower Policy



PURPOSE

Alongside Hope promotes accountable and transparent ways of working and encourages honesty, integrity, and ethical conduct. The purpose of this policy is to give the assurance that Alongside Hope will not retaliate against any director, member, employee or agent of Alongside Hope who, in good faith and based on reasonable cause, raises concerns relating to questionable financial or operational matters, or violations of Alongside Hope policies and its Code of Ethics and Code of Conduct.

APPLICATION

This policy applies to all directors, members, employees, and agents of Alongside Hope.

POLICY

Any director, member, employee, or agent may in good faith submit complaints regarding, but not limited to

- conflicts of interest
- fiscal self-dealings
- unethical behaviors
- internal fiscal controls, auditing functions, accounting systems
- financial governance of Alongside Hope
- violation or possible violation of federal, provincial or municipal law or regulation

Anyone who submits complaints will not be subject to disciplinary or retaliatory action, either direct or indirect, by any other director, member, employee or agent of Alongside Hope as a result.

Any and every complaint will be dealt with promptly, seriously, and systematically following the Alongside Hope procedure for complaints.

AMENDMENT

This policy may be amended by the Alongside Hope Board.

Adoption Date: November 2012

Review Date: February 2023

Amendment Date: May 2023