

Whistleblower Policy

Pawsitively 4 Pink, Inc.

Purpose

Pawsitively 4 Pink, Inc. ("P4P") is committed to operating with integrity, transparency, and accountability. The purpose of this Whistleblower Policy is to encourage directors, officers, employees, volunteers, contractors, and representatives to report concerns regarding suspected illegal, unethical, fraudulent, or improper conduct without fear of retaliation.

Policy

P4P requires all individuals associated with the organization to observe high standards of business and personal ethics. Individuals are encouraged to report activity they reasonably believe may involve:

- Fraud or financial misconduct.
- Theft or misuse of organizational assets.
- Violation of federal, state, or local laws.
- Conflicts of interest.
- Discrimination, harassment, or abuse.
- Falsification of records or reports.
- Unsafe practices.
- Violations of organizational policies.
- Any other unethical or improper conduct.

Reporting Concerns

A suspected violation should be reported promptly to the President/CEO, the Chair of the Board of Directors, or another designated board member. Reports may be made verbally or in writing and should include as much detail as possible to assist in investigating the concern.

For current mailing address, phone, and email information, please use the contact information published on the official Pawsitively 4 Pink website.

Confidentiality

P4P will make every reasonable effort to maintain the confidentiality of the individual making the report, consistent with the need to conduct a thorough investigation and comply with legal obligations.

Protection Against Retaliation

No director, officer, employee, volunteer, contractor, or representative who, in good faith, reports a concern or participates in an investigation shall be subject to retaliation, harassment,

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intimidation, discrimination, or adverse consequences.

Any person who retaliates against an individual for making a good-faith report or participating in an investigation may be subject to disciplinary action, up to and including termination of employment, volunteer status, or association with the organization.

False Reports

Individuals are expected to act in good faith and provide information they reasonably believe to be true. Knowingly making false accusations or providing false information may result in disciplinary action.

Investigation of Reports

All reported concerns will be reviewed promptly and appropriately. The Board of Directors or its designated representative will oversee investigations involving significant financial, legal, governance, or ethical matters.

Record Retention

Documentation related to whistleblower reports and investigations shall be maintained in accordance with P4P's Document Retention and Destruction Policy.

Policy Review and Approval

The Board of Directors shall review this policy periodically and revise it as necessary to support applicable laws and nonprofit governance best practices.

Date Adopted: 01/01/2026