



WHISTLEBLOWING POLICY - VOLUNTEERS

Welsh Boxing requires directors, officers and volunteers to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of Welsh Boxing we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblowing Policy is intended to encourage and enable volunteers to raise serious concerns internally so that Welsh Boxing can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, and volunteers to report concerns about violations of Welsh Boxing's Code of Ethics or suspected violations of law or regulations that govern Welsh Boxing's operations.

No Retaliation

It is contrary to the values of Welsh Boxing for anyone to retaliate against any board member, officer, or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of Welsh Boxing. A volunteer who retaliates against someone who has reported a violation in good faith is subject to discipline.

Reporting Procedure

Welsh Boxing has an open-door policy and suggests that volunteers share their questions, concerns, suggestions or complaints with the CEO. If you are not comfortable speaking with the CEO or you are not satisfied with the CEO's response, you are encouraged to speak with a Board member. Volunteers are required to report complaints or concerns about suspected ethical and legal violations in writing to the Chief Executive, who has the responsibility to investigate all reported complaints. Volunteers with concerns or complaints may also submit their concerns in writing directly to a Board Director.

The Chief Executive is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Chief Executive will advise the Board of Directors of all complaints and their resolution.

Accounting and Auditing Matters

The Chief Executive shall immediately notify the Finance Committee of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

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.

Handling of Reported Violations

The Chief Executive will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

End.