

FIRE FAMILY TRANSPORT FOUNDATION WHISTLEBLOWER POLICY

The Fire Family Transport Foundation's Designated Board Member is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Designated Board Member will advise the Executive Board of all complaints and their resolution and will report at least annually to the Treasurer on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

The Fire Family Transport Foundations Designated Board Member shall immediately notify the Audit 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 Fire Family Transport Foundation's Designated Board Member 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.

Designated Board Member: * {The Designated Board Member may be a board member, or a third party designated by the organization to receive, investigate and respond to complaints.}

Policy approved by the Board of Directors on July 15, 2025