



Architectural Woodwork Manufacturer Association of Canada British Columbia Chapter Whistleblower Protection Policy

May 12, 2020

The Architectural Woodwork Manufacturer Association of Canada – British Columbia Chapter (AWMAC BC) requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of AWMAC BC, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

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

No Retaliation

It is contrary to the values of AWMAC BC for anyone to retaliate against any board member, officer, and employee 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 AWMAC BC. An employee, director, committee member who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment or removal from the Board of Directors and/or committee.

Reporting Procedure

AWMAC BC has an open door policy and suggests that employees, directors, volunteers, share their questions, concerns, suggestions or complaints with their supervisor or a member of the Executive of the Board. If you are not comfortable speaking with your supervisor or a member of Executive, or you are not satisfied with your supervisor's response, you are encouraged to speak with a designated Conformity Officer or the Executive Director. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to AWMAC BC's designated Conformity Officer or the Executive Director who have the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor, the Association's designated Conformity Officer or the Executive Director.

Conformity Officer

* Note: A Conformity Officer will be appointed yearly at the first Board Meeting after the AGM and may be a board member or a third party designated by the Association to receive, investigate and respond to complaints.

The AWMAC BC's Conformity Officer is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Conformity Officer will advise the Executive Director and/or the Board of Directors of all complaints and their resolution, and will report at least annually to the Director of Finance on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

AWMAC BC's Conformity Officer shall immediately notify the Finance Committee of any concerns or complaints regarding the Association's 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

AWMAC BC's Conformity Officer 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.