

ILERI Whistleblowing and Protection Against Retaliation Policy

Purpose: ILERI is committed to promoting a culture of ethics, transparency, and accountability. This Whistleblowing Policy outlines our commitment to providing a safe and confidential mechanism for employees and stakeholders to report concerns about potential violations of laws, regulations, or company policies and to protect individuals against retaliation for making such reports.

Policy Statement:

1. Reporting Concerns:

- ILERI encourages employees and stakeholders to report any concerns regarding unethical, illegal, or non-compliant behavior within the company. Reports can be made through established channels, including a dedicated hotline, email, or in-person to a designated compliance officer.

2. Confidentiality:

- ILERI will maintain the confidentiality of whistleblowers' identities to the extent permitted by law, and all reports will be treated with sensitivity.

3. Protection Against Retaliation:

- ILERI prohibits retaliation against employees or stakeholders who report concerns in good faith. Retaliation may include, but is not limited to, termination, demotion, harassment, or any adverse employment action.

4. Investigation and Response:

- Reports of concerns will be promptly and thoroughly investigated. Appropriate actions will be taken based on the findings, and whistleblowers will be informed of the outcomes to the extent permitted by law.

5. Non-Retaliation Reporting:

- Employees and stakeholders who believe they have experienced retaliation for making a report should promptly inform a designated compliance officer or supervisor. ILERI will investigate such reports as a priority.



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Responsibilities:

- All employees and stakeholders are encouraged to report concerns in good faith, and they have a responsibility to cooperate with investigations into reported concerns.

Training and Education:

- ILERI will provide training and education to employees and stakeholders about the Whistleblowing Policy, emphasizing the importance of reporting and non-retaliation.

Enforcement:

- Violations of this policy, including retaliation against whistleblowers, will result in disciplinary action, up to and including termination of employment.

Review and Updates:

- This policy will be reviewed periodically to ensure its effectiveness and relevance. Updates and amendments will be made as necessary to address changing circumstances.

Conclusion:

ILERI is dedicated to fostering a culture where employees and stakeholders feel comfortable reporting concerns without fear of retaliation. This Whistleblowing and Protection Against Retaliation Policy reflects our commitment to accountability and ethical conduct.



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