



WELL BEING FOUNDATION

Creating Ripples of Sustainable Change

Whistleblower Protection Policy

WELL BEING FOUNDATION is committed to promoting transparency, accountability, ethical conduct, and integrity in all its operations and activities. The Foundation encourages employees, volunteers, trustees, consultants, partners, and stakeholders to report any suspected misconduct, illegal activity, fraud, corruption, abuse of authority, financial irregularities, safeguarding concerns, or violations of organizational policies and applicable laws.

Individuals who report concerns in good faith shall be protected from retaliation, harassment, discrimination, intimidation, or any adverse treatment as a result of making a disclosure. The Foundation strictly prohibits retaliation against whistleblowers and will take appropriate disciplinary action against anyone found engaging in retaliatory behavior.

All reports and disclosures shall be treated seriously, handled confidentially to the extent possible, and investigated fairly, impartially, and promptly. Individuals making reports are expected to provide honest and accurate information and should not knowingly make false or malicious allegations.

WELL BEING FOUNDATION shall establish appropriate reporting channels and ensure that employees, volunteers, and stakeholders are aware of the procedures for raising concerns safely and responsibly. The Foundation is committed to maintaining an environment where individuals feel empowered to speak up without fear when they observe unethical or unlawful conduct.

Through this policy, WELL BEING FOUNDATION aims to strengthen ethical governance, protect organizational integrity, and uphold public trust and accountability in all its activities.



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