

Whistleblower Policy

General

This Whistleblower Policy is intended to encourage and enable employees to raise serious concerns within ELECTRI International prior to seeking resolution outside the Organization. Officers and employees are expected to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of ELECTRI International, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

No Retaliation

No employee who in good faith files a report shall suffer harassment, retaliation or adverse employment consequence as a result of such report. An employee who retaliates against someone who has filed a report in good faith is subject to discipline up to and including termination of employment.

Reporting

ELECTRI International operates with an open door policy and suggests that employees share their questions, concerns, suggestions or complaints with someone who can address them properly. In most cases, an employee's supervisor is in the best position to address an area of concern. However, if you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak with the Organization's Compliance Officer or anyone in management whom you are comfortable in approaching. Supervisors and managers are required to report allegations to the Organization's Compliance Officer, who has specific and exclusive responsibility to investigate all reports. For suspected fraud, or when you are not satisfied or uncomfortable with following ELECTRI International's open door policy, individuals should contact ELECTRI International's Compliance Officer directly.

Compliance Officer

ELECTRI International's Compliance Officer is the Director of Operations. The Compliance Officer is responsible for investigating and resolving all reported complaints and allegations and, at his/her discretion, shall advise the Board of Trustees. The Compliance Officer has direct access to the Board of Trustees and is required to report to the Board of Trustees at least annually on compliance activity.

Accounting and Auditing Matters

The Board of Trustees shall address all reported concerns or complaints regarding corporate accounting practices, internal controls or auditing. The Compliance Officer shall immediately notify the Board of Trustees of any such complaint and work with the Board of Trustees until the matter is resolved.

ELECTRI INTERNATIONAL

THE FOUNDATION FOR ELECTRICAL CONSTRUCTION INC.

Acting in Good Faith

Anyone filing a complaint or concern must be acting in good faith and have reasonable grounds for believing the information disclosed is of a serious nature. 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

Reports of violations or suspected violations will be kept confidential upon request and to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

The Compliance Officer will notify the sender and acknowledge receipt of the submission within five business days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

As of July 22, 2013