

# WHISTLE BLOWER POLICY

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Feeding South Dakota conducts business fairly, impartially, in an ethical and proper manner, and in compliance with all laws and regulations. The highest standards of ethical business conduct are required of all employees as they perform their duties and their responsibilities. We take pride in the high standards of excellence that fosters a culture of honesty and accountability. The Employee Code of Conduct applies to all employees and officers.

In addition, training on ethics, legal compliance and reporting systems is provided to all employees. This includes the Feeding South Dakota Policy and Procedures Manual and the Employee Code of Conduct (hereinafter the "Code"). Training is periodic and appropriate to insure that employees know and understand their obligations under each individual's duties.

Management has the added responsibility of demonstrating through their actions the importance of this Code. Ethical behavior does not simply happen. It is the product of clear and direct communication of behavioral expectations, modeled from the top. Managers should not consider employees' ethics concerns as threats or challenges to their authority, but rather as another encouraged form of business communication. We want the ethics dialogue to become a natural part of daily work.

The Code is intended to provide guidance for the professional, ethical, legal and socially responsible behavior we expect of all our employees. Every employee must understand and comply fully with the policies and procedures that support this code of conduct. No code can cover every situation that may arise. This is intended to serve as a guide to help everyone recognize and deal with ethical issues. If your supervisor is not able to resolve an issue, or you feel uncomfortable reporting an issue to them, contact the Executive Director or the President of the Board of Directors.

Employees who report any Code-related concerns in good faith and in accordance with are protected from retaliation for having made such a report.

Feeding South Dakota reserve the right to amend, revise, and/or modify the Code with or without advance notice to employees.

The Code does not constitute and is not intended to be, an employment contract. All employees of Feeding South Dakota are employed on an "at-will" basis which means that either the employer and/or the employee may terminate the employment relationship at any time, for any reason, and with or without notice.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Witness \_\_\_\_\_

Date \_\_\_\_\_