



WHISTLEBLOWER POLICY

This whistleblower form ensures that Goodwill activities are conducted with integrity and that the confidence held by all our stakeholders is respected.

Goodwill Industries, Ontario Great Lakes' whistleblower policy provides a channel of clear communication for employees, volunteers, clients, customers, vendors, Board Members, contractors and the general public to make known any inefficient, fraudulent, improper or illegal activities related to Goodwill activities or provision of services. It ensures that all stakeholders have a clear and safe process to report any concerns and/or violations.

The information provided on this form will be forwarded directly to a member of Goodwill's Board of Directors who, upon receipt and review, will launch a thorough investigation. If you'd rather fill out the form online, please visit: www.goodwillindustries.ca/whistleblower.

1. What are the details of the location of the incident (region, specific location, date, time, etc.)?

2. Please describe the nature of your concern regarding financial and/or operational matters. Include sufficient information for an independent person to understand the concern and to enable further investigation.

3. Please state full name(s) and job title(s) of individuals whom you suspect of wrongdoing.

4. How many times has this incident taken place (if applicable)?

5. Over how long a period has this incident been taking place (if applicable)?

6. Would you be willing to provide your name and contact information? If yes, please enter it below. Please note that this is optional.

7. Would you like to arrange a meeting/telephone call with an Investigating Officer to discuss this matter? Please note that this option is only open to individuals who choose to provide their name and contact information.

Yes No

8. Please share other pertinent information related to this situation.

This form can be e-mailed to rjankura@rogers.com or mailed to:

Rick Jankura
8 Caldwell Place
London, ON N6P 1E2