



Cadanino INC Whistle Blower Policy

3-14-2023

Cadanino INC requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of Cadaniño, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that Cadanino INC can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of Cadanino INC code of ethics or suspected violations of law or regulations that govern Cadanino INC operations.

No Retaliation

It is contrary to the values of Cadanino INC for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of Cadanino INC. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

Cadanino INC has an open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor.

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 president or executive director. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to any Cadanino INC board member, who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or the Executive Director or the organization's board of directors.

The Cadanino INC board member to whom it is reported is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the [Executive Director and/or the Board of Directors] of all complaints and their resolution and work with the board of directors to resolve the matter.

info@cadanino.net / www.cadanino.net / US: 504-677-9033 / +502-3054-5433



Cadanino INC requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of Cadanino INC, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that Cadanino can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees and volunteers to report concerns about violations of Cadanino INC code of ethics or suspected violations of law or regulations that govern Cadanino INC operations.

No Retaliation

It is contrary to the values of Cadanino INC for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of Cadanino INC. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

Cadanino INC has an open-door policy and suggests that employees share their questions, concerns, suggestions or complaints with their supervisor.

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. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to any Cadanino INC board member, who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to their supervisor or the Executive Director or the organization's board of directors.

The Cadanino INC board member to whom it is reported is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the [Executive Director and/or the Board of Directors] of all complaints and their resolution and work with the board of directors to resolve the matter.