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**FALL RIVER RURAL ELECTRIC COOPERATIVE, INC.**

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**GENERAL POLICY No. 605**  
**SUBJECT: WHISTLEBLOWER POLICY**

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**I. PURPOSE:**

The purpose of this Policy is to ensure that the Cooperative adheres to the highest possible standards of ethical, moral, and legal business conduct by encouraging employees of the Cooperative, as well as its Board members and those who do business with the Cooperative, to report violations of the Cooperative's Policy #102 Director Duties, Responsibilities, Standards of Conduct, and Professional Development, and any other concerns of ethical, moral, or legal violations by anyone affiliated with this organization. This policy provides a safe avenue for raising such concerns and protects individuals from retaliation for submitting a good faith report as specified in this Policy.

**II. POLICY:**

Individuals are encouraged to report good faith concerns about any violation of Policy #102 Director Duties, Responsibilities, Standards of Conduct, and Professional Development or breach of fiduciary duty, or any ethical, moral, or legal violations that involve the Cooperative, its employees, or those who do business with the Cooperative. The types of actions that may be reported include those that:

- Violate Policy #102 Director Duties, Responsibilities, Standards of Conduct, and Professional Development
- May lead to incorrect financial reporting
- Are unlawful under federal, state, or local law
- Are not consistent with Cooperative's policies on conflicts of interest and business ethics

- Violate the Cooperative's Equal Employment Opportunity policy, policies prohibiting discrimination, harassment, abuse, violence, or this Whistleblower Policy
- Otherwise concern unethical, immoral, or illegal conduct.

Reports should be directed to the CEO/General Manager or General Counsel. If the individual is uncomfortable reporting the matter to the CEO/General Manager or the General Counsel, the individual should report the matter to the President of the Board. Individuals are encouraged to identify themselves in making a report. However, those who are uncomfortable identifying themselves may report anonymously. The Cooperative will investigate anonymous reports, but it may be more difficult to do so.

The Cooperative will promptly designate an internal or external individual to investigate all reports. An investigation will be promptly undertaken and completed as quickly as possible given the need to be thorough and to address the issues appropriately. All Cooperative employees, agents, officers, and directors shall cooperate fully in any such investigation, shall provide timely and complete responses to any request for information, interviews, and documents by the investigator, and shall comply with the investigator's instructions regarding the need to preserve the integrity of the investigation by not disclosing matters relating to the investigation with others while the investigation is pending. The identity of the individual making the report, and the investigation itself, will generally be kept and conducted as confidentially as possible in balance with the Cooperative's need to investigate and respond to the report.

The Cooperative will not retaliate in any way against an individual who makes a good faith report or cooperates in an investigation pursuant to this Policy, nor will it permit any of its employees, agents, officers, or directors to do so. Any person who is found to have retaliated against an individual for making a good faith report or for participating in an investigation pursuant to this Policy will be subject to disciplinary action, up to and including termination of their employment or other relationship with the Cooperative.

Any individual who believes they have witnessed or been subjected to retaliation in violation of this Policy should immediately report the matter to the CEO/General Manager or General Counsel. If the individual is uncomfortable reporting the matter to the CEO/General Manager or the General Counsel, the person should report the matter to the President of the Board for investigation.

Nothing in this Policy shall be deemed to diminish the rights, privileges, or remedies of any employee under any federal, state, or local law, or under any collective bargaining agreement.

**III. RESPONSIBILITY:**

The CEO/General Manager and General Counsel shall be responsible for implementation and oversight of this policy.

**IV. PRIMACY OF POLICY**

This Policy supersedes any past or present policy relating to the same subject matter. This policy does not constitute a contract. The Cooperative's policies may be changed by the Cooperative at any time, with or without notice.

APPROVED BY THE BOARD OF DIRECTORS



Georg Behrens, President

DATE APPROVED: June 27, 2011

DATE REVISED: January 22, 2018

DATE REVISED: March 19, 2018

DATE REVISED: January 25, 2021

DATE REVISED: June 8, 2024