

## **Whistleblower Policy**

### **Fox Hope Foundation**

#### **Purpose:**

Encourage reporting of concerns regarding illegal activity or violations.

#### **Scope:**

Applies to all board members, officers, employees, volunteers.

#### **Policy:**

High ethical standards and no retaliation.

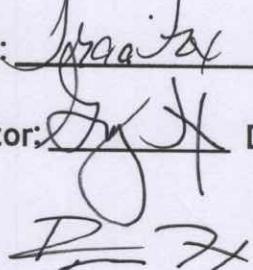
#### **Reporting:**

Reports made to Executive Director, Board Chair, or Compliance Officer.

#### **Signature:**

Board President: Maia Date: 12/24/25

Executive Director: DKH Date: 12/24/25

Handwritten signatures of Maia and DKH. The signature of Maia is a stylized 'Maia'. The signature of DKH is a stylized 'DKH' with a small 'X' at the end.