

## Whistleblower Protection Policy

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

### Report Responsibility

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

### No Retaliation

It is contrary to the values of Wellsource for anyone to retaliate against any employee, contractor, officer, board member, 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 Wellsource.

### Reporting Procedure

Wellsource 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 Human Resources. Supervisors and managers are required to report complaints or concerns about suspected ethical and legal violations in writing to Wellsource's Compliance Officer (CEO or General Counsel), 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 CEO or the General Counsel.

### Compliance Officer

The Wellsource Compliance Officer is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise Board Members of all complaints and their resolution and will report at least annually to the Director of Finance on compliance activity relating to accounting or alleged financial improprieties.

### Accounting and Auditing Matters

The Compliance Officer shall immediately notify the Director of Finance of any concerns or complaint regarding corporate accounting practices, internal controls or auditing, and work with the Director of Finance until the matter is resolved.



## Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicated a violation. Any allegations which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

## Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

## Handling of Reported Violations

The Compliance Officer will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.