



## **Whistle Blower Policy**

Hult International Business School is committed to operating in furtherance of its tax-exempt and charitable purposes and in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers. This policy outlines a procedure for employees to report actions that an employee reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related to Hult International Business School's business.

If an employee has a reasonable belief that an employee or Hult International Business School has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to President of the school. If the employee for any reason does not feel comfortable reporting the information to the President, he or she is expected to report the information to either the CFO or the Chairman of the Board.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, Hult International Business School will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

Hult International Business School will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any law(s) or regulation(s) to pursue a claim or take legal action to protect the employee's rights.

Hult International Business School may take disciplinary action (up to and including termination) against an employee who in management's assessment has engaged in retaliatory conduct in violation of this policy.