



Whistleblower & Anti-Retaliation Policy

Nordic Combined USA, Inc. prohibits retaliation against anyone who reports misconduct or provides information about misconduct. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the complaint processes when the action is reasonably related to the report or engagement with the process. Retaliation may be present even where there is a finding that no violation occurred.

Reporting

All Whistleblowers should submit concerns in writing directly to an officer of the Board of Directors for Nordic Combined USA, Inc. All reports will be promptly investigated by an audit committee and appropriate corrective action will be recommended to the board of directors, if warranted by the investigation. In addition, action taken must include a conclusion and/or follow-up with the complainant for complete closure of the concern.

No Retaliation

This Whistleblower Policy is intended to encourage and enable all Whistleblowers to raise serious concerns within the organization for investigation and appropriate action. With this goal in mind, no Whistleblower who, in good faith, reports a concern shall be threatened, discriminated against or otherwise subject to retaliation or, in the case of an employee, adverse employment consequences as a result of such report. Moreover, an individual who retaliates against someone who has reported a concern in good faith is subject to discipline up to and including dismissal from the volunteer position or termination of employment.

Acting in Good Faith

Whistleblowers reporting a concern must act in good faith and have reasonable grounds for believing the information disclosed indicates an improper accounting or auditing practice, or a violation of the Codes. The act of making allegations that prove to be unsubstantiated, and that prove to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in discipline, up to and including dismissal from the volunteer position or termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.

Confidentiality

Reports of concerns, and investigations pertaining thereto, shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Disclosure of reports of concerns to individuals not involved in the investigation will be viewed as a serious discipline, up to and including termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.