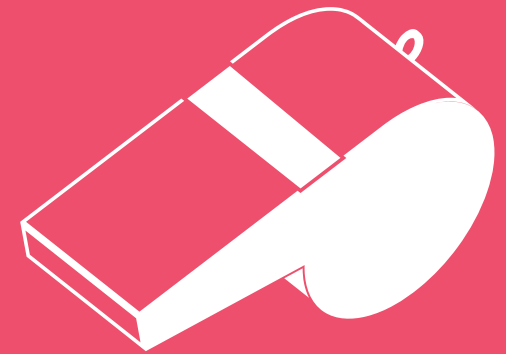




CHILDREN'S
INVESTMENT FUND
FOUNDATION

WHISTLEBLOWER POLICY



ciff.org

WHISTLEBLOWER POLICY

CIFF is committed to ensuring that its charitable assets are applied lawfully for the purposes they are given.

CIFF encourages the highest standards of transparency and accountability amongst its grant recipients and other stakeholders, so that they operate in an ethical and lawful manner and in compliance with relevant laws and regulations.

CIFF's project partners (whether grant recipients, contractors or other stakeholders) and their directors, officers, employees, and/or volunteers are actively encouraged to report any activity which has resulted or might result in the misappropriation of CIFF's assets or which relates to projects funded by CIFF and is or may be illegal or improper.

Examples of activities which should be reported include, but are not limited to:

- Criminal activity, including theft, fraud and bribery;
- Failure to comply with legal obligations;
- Miscarriages of justice;
- The health and safety of an individual being put at risk;
- The environment being put in danger; or
- The deliberate concealment of information relating to any of the above.

Any instance of illegal activity should be reported directly to the relevant authorities in the first instance.

Reports should be submitted by email to whistleblower@ciff.org. This email address is monitored by CIFF's Chief Operating Officer and General Counsel and matters identified as requiring further investigation will be considered and investigated in confidence to the extent possible.

Procedures will be put in place to protect against the unnecessary disclosure of the identity of those submitting reports and to ensure that no-one at CIFF who is connected to the subject of any report has a supervisory role in any investigation into it.

**EVERY CHILD DESERVES TO
SURVIVE & THRIVE**