# Whistleblower Policy

EXAMPLECOMPANY WHISTLEBLOWER POLICY  
  
1. PURPOSE  
This policy provides a safe and confidential mechanism for employees to report unethical or illegal activities without fear of retaliation.  
  
2. SCOPE  
Applies to all employees, vendors, and partners of ExampleCompany.  
  
3. REPORTABLE CONCERNS  
- Fraud or financial misconduct  
- Violation of company policy  
- Harassment or discrimination  
- Environmental or legal non-compliance  
  
4. REPORTING MECHANISM  
Employees can report concerns anonymously at: https://examplecompany.com/whistleblowermechanism  
  
5. PROTECTION FROM RETALIATION  
No employee will face retaliation for reporting concerns in good faith.  
  
6. INVESTIGATION PROCESS  
All complaints will be thoroughly investigated by the HR and Legal departments.