

VioPixel Whistleblower Policy

Effective Date: 03/01/2019

1. Purpose

At VioPixel, we believe that transparency and integrity are key to our success. This Whistleblower Policy encourages and protects employees, contractors, and stakeholders who report unethical behavior, misconduct, or violations of company policy or the law. By ensuring a safe and anonymous reporting process, we maintain our commitment to accountability and ethical business practices.

2. Scope

This policy applies to all employees, contractors, vendors, clients, and any other parties affiliated with VioPixel. It covers concerns related to:

- Fraud, embezzlement, or financial misconduct
- Violations of company policies, including harassment, discrimination, and workplace safety
- Unethical or illegal activities
- Retaliation against employees who report concerns

3. Reporting Violations

Employees and stakeholders are encouraged to report concerns through the following channels:

- **Direct Report:** Notify a manager or supervisor.
- **Human Resources (HR):** Contact HR directly for confidential assistance.
- **Anonymous Reporting:** Use a designated anonymous reporting system, if available.
- **Legal & Compliance Team:** For concerns requiring legal review, reports can be made directly to the compliance team or company leadership.

4. Confidentiality & Protection

- All reports will be handled with the highest level of confidentiality.
- VioPixel strictly prohibits retaliation against anyone who, in good faith, reports a violation.
- Any employee found retaliating against a whistleblower will face disciplinary action, up to and including termination.
- Anonymous reports will be investigated with the same diligence as named reports.

5. Investigation Process

- All reported concerns will be reviewed promptly and fairly.
- Investigations will be conducted by HR, legal, or an appropriate independent party.
- Findings will be documented, and appropriate action will be taken.
- If wrongdoing is found, corrective measures, including disciplinary action or legal recourse, may be pursued.

6. Good Faith Reporting

- Reports must be made in good faith, with reasonable belief in their validity.
- False or malicious reports intended to harm individuals or the company will not be tolerated and may result in disciplinary action.

7. Commitment to Ethical Excellence

At VioPixel, we are committed to fostering a workplace where concerns can be raised without fear. Upholding integrity strengthens our culture and ensures we continue delivering **Memorable Websites That Leave Impressions.**