

March 15, 2011

Bayanihan Foundation Worldwide WHISTLE-BLOWER POLICY

General

The Governance Guidelines (“Guidelines”) for Board of Directors (“Board”) of Bayanihan Foundation Worldwide (“Bayanihan”) requires Trustees, other volunteers, and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. Employees and representatives of the organization must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws, regulations and contractual obligations.

The objectives of the Bayanihan Whistleblower Policy are to establish policies and procedures for:

1. The submission of concerns regarding questionable accounting or auditing matters by employees, trustees, officers, and other stakeholders of Bayanihan, on a confidential and anonymous basis.
2. The receipt, retention and treatment of complaints received by the Bayanihan regarding accounting, internal controls, or auditing matters.
3. The protection of trustees, volunteers and employees reporting concerns from retaliatory actions.

Reporting Responsibility

Each trustee, volunteer, and employee at Bayanihan has an obligation to report in accordance with this Whistleblower Policy (a) questionable or improper accounting or auditing matters, (b) any illegal or unethical conduct, and (c) violations and suspected violations of Bayanihan’s guidelines (hereinafter collectively referred to as “Concerns”).

Reporting Concerns

Employees

Employees should first discuss their Concern with the Director of Operations. If, after speaking with the Director of Operations, the individual continues to have reasonable grounds to believe that the Concern is valid, the individual should report the Concern to the Executive Director. In addition, if the individual is uncomfortable speaking with the Director of Operations, or the Director of Operations or the Executive Director is a subject of the Concern, the individual should report his or her Concern directly to the President of the Board.

If the Concern was reported verbally to the Executive Director, the reporting individual, with assistance from the Executive Director, shall reduce the Concern to writing. Upon receipt of a Concern, the Executive Director is required to promptly report the Concern to the President of the Board, who has specific and exclusive responsibility to investigate all Concerns. If the Executive Director, for any reason, does not promptly

forward the Concern to the Board, the reporting individual should directly report the Concern to the President of the Board. Contact information for the President of the Board may be obtained through the posting of this Policy as described below. Concerns may also be submitted anonymously. Such anonymous Concerns should be in writing and sent directly to the President of the Board.

Trustees and Volunteers

Trustees and other volunteers should submit Concerns in writing directly to the President of the Board. Contact information for the President of the Board may be obtained from the posting of this Policy as described below.

Handling of Reported Violations

The Board shall promptly address all reported Concerns. The President of the Board will notify the sender and acknowledge receipt of the Concern within five (5) business days, if possible. It will not be possible, of course, to acknowledge receipt of anonymously submitted Concerns.

The Board has the authority to retain outside legal counsel, accountants, private investigators, or any other resource deemed necessary to conduct a full and complete investigation of the allegations. The Board shall take appropriate action in response to any Concern, including, but not limited to, disciplinary action (up to and including termination) against any person who, in the Executive Director's or the Board's assessment has engaged in misconduct. Such misconduct shall be reported to the relevant civil or criminal authorities as may be required by law.

No Retaliation

This Whistleblower Policy is intended to encourage and enable trustees, volunteers, and employees to raise Concerns within Bayanihan for investigation and appropriate action. With this goal in mind, no trustee, volunteer, or employee who, in good faith, reports a Concern shall be subject to retaliation or, in the case of an employee, adverse employment consequences. Moreover, a volunteer or employee 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

Anyone 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 Guidelines. The act of making allegations that prove to be unsubstantiated, and the 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. All records of Concerns and subsequent investigations shall be maintained in accordance with Bayanihan’s document retention and destruction policy.

Disclosure of reports of Concerns to individuals not involved in the investigation will be viewed as a serious disciplinary offense and may result in discipline, up to and including termination of employment. Such conduct may also give rise to other actions, including civil lawsuits

Posting of this Policy

This Policy is to be posted in Bayanihan’s office, on its web site, and shall be provided to all employees upon commencement of their employment, and all Project Directors. The name and contact information of the President of the Board shall accompany the posting or giving of this Policy.

I have read and understood the policy above.

Print Name

Date

Signature