



Book Fairies WHISTLEBLOWER PROTECTION POLICY

Book Fairies requires directors, officers, and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of Book Fairies, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally so that Book Fairies can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, employees, and volunteers to report concerns about violations of Book Fairies' code of ethics or suspected violations of law or regulations that govern Book Fairies' operations.

No Retaliation

It is contrary to the values of Book Fairies for anyone to retaliate against any board member, officer, employee or volunteer who in good faith reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, or suspected violation of any regulation governing the operations of Book Fairies. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.

Reporting Procedure

Book Fairies has an open-door policy and suggests that employees share their questions, concerns, suggestions, or complaints with the Executive Director. If you are not comfortable speaking with the Executive Director or if you are not satisfied with the Executive Director's response, you are encouraged to speak with the Chairman of the Board of Directors. The Executive Director is required to report complaints or concerns about suspected ethical and legal violations in writing to Book Fairies' Chairman of the Board, who has the responsibility to investigate all reported complaints. Employees with concerns or complaints may also submit their concerns in writing directly to the Executive Director or the Board of Directors.

Compliance Officer

Book Fairies' Executive Director is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Compliance Officer will advise the Board of Directors of all complaints and their resolution and will report at least annually to the

Governance Committee on compliance activity relating to accounting or alleged financial improprieties.

Accounting and Auditing Matters

Book Fairies' Executive Director shall immediately notify the Finance Committee of any concerns or complaint regarding corporate accounting practices, internal controls or auditing and work with the committee until the matter is resolved.

Acting in Good Faith

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

Book Fairies' Executive Director will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

Compliance Officer:

Eileen Minogue

Executive Director

516-557-6645

Eileen@thebookfairies.org

Signed: _____

Date: _____