THE ALLIANCE FOR BANGLADESH WORKER SAFETY, INC.

Whistleblower and Anti-Retaliation Policy

Should any person know of, or have a suspicion about, illegal or unethical conduct in connection with the finances or any other aspect of the operations of The Alliance for Bangladesh Worker Safety, Inc. (the “Organization”), that person should report any such conduct to the Alliance through our third party confidential party, EthicsPoint. The person reporting the claim can file a report through the EthicsPoint system, either through its website, at www.bangladeshworkersafety.ethicspoints.com, or hotline. In the United States, from an outside line, the direct access number is: 1-844-319-9349. In Bangladesh, from an outside line dial the GIS number: 8668019536 (at the English prompt dial 855-750-0026). Claims filed are received by the two designated representatives of the Alliance’s Compliance Committee of the Board (comprised of Independent Board Members). The Board of Directors shall oversee the investigation of all credible allegations. Reports may also be submitted through channels outside of the EthicsPoint system. The reporting flow of these claims will vary on a case-by-case basis but with the end goal of filtering to the designated member(s) of the Alliance Compliance Committee of the Board for official processing.

Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. Insofar as possible, the confidentiality of the person making the allegation will be maintained and will not be disclosed to the accused unless required under law.

There will be no punishment or other retaliation for the reporting of conduct pursuant to this Policy. Any whistleblower who believes he/she is being retaliated against must if you’re an employee of the Alliance, contact your manager, or report your concern to the Alliance through the Ethicspoint website or hotline.

You can find more information on the Alliance integrity program at www.bangladeshworkersafety.org.