

OPERATION SPLASH, INC.
EIN: 11-3186309
Code of Ethics and Whistleblower Policy

Purpose

Operation SPLASH Inc. requires and encourages directors, officers and employees to observe and practice high standards of business and personal ethics in the conduct of their duties and responsibilities. The employees and representatives of the corporation must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations. It is the intent of **Operation SPLASH Inc.** to adhere to all laws and regulations that apply to the corporation and the underlying purpose of this policy is to support the corporation's goal of legal compliance.

Reporting Violations

If any director, officer, staff or employee reasonably believes that some policy, practice, or activity of **Operation SPLASH Inc.** is in violation of law, written complaint must be filed by that person with the President or the appropriate, the next level down, Vice President and the Board Secretary.

Acting in Good Faith

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

Retaliation

Said person is protected from retaliation only if she/he brings the alleged unlawful activity, policy, or practice to the attention of **Operation SPLASH Inc.** and provides **Operation SPLASH Inc.** with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described is only available to individuals that comply with this requirement.

Operation SPLASH Inc. shall not retaliate against any director, officer, staff or employee who, in good faith, has made a protest or raised a complaint against some practice of **Operation SPLASH Inc.** or of another individual or entity with whom **Operation SPLASH Inc.** has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

Confidentiality

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