

# Whistleblower Policy





Preferred by Nature has adopted an “Open Source” policy to share what we develop to advance sustainability. This work is published under the [Creative Commons Attribution Share-Alike 3.0 license](#). Permission is hereby granted, free of charge, to any person obtaining a copy of this document, to deal in the document without restriction, including without limitation the rights to use, copy, modify, merge, publish, and/or distribute copies of the document, subject to the following conditions:

- The above copyright notice and this permission notice shall be included in all copies or substantial portions of the document. We would appreciate receiving a copy of any modified version.
- You must credit Preferred by Nature and include a visible link to our website [www.preferredbynature.org](http://www.preferredbynature.org).

## 1 Introduction

Preferred by Nature requires its directors, employees, board members, volunteers, consultants and other representatives to observe high standards of professional and personal ethics in the conduct of their duties and responsibilities. Employees and representatives of Preferred by Nature must practice honesty and integrity in fulfilling responsibilities and comply with all applicable laws and regulations, as well as Anti-Corruption Policy, Impartiality Policy and Confidentiality Policy.

## 2 Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns internally, so that Preferred by Nature can address and correct inappropriate conduct and actions. It is the responsibility of all directors, employees, board members, volunteers, consultants and representatives to report concerns about violations of Preferred by Nature rules and policies, unethical behaviour, or suspected violations of laws or regulations that govern Preferred by Nature's operations.

## 3 Reporting Procedure

Directors, employees, board members, volunteers, consultants or other Preferred by Nature representatives may submit complaints or concerns about suspected ethical and legal violations orally or in writing to Chief Operating Officer, who has the responsibility to investigate all reported complaints. If they are not comfortable doing this, or if a complaint concerns the Chief Operating Officer, the individual should submit the complaint to the Executive Director. A complaint can also be submitted to the Chair of the Board.

## 4 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.

## 5 Acting in Good Faith

Anyone filing a 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 may be subject to disciplinary action, up to and including termination of employment.

## 6 No Retaliation

It is contrary to the values of Preferred by Nature for anyone to retaliate against any director, employee, board member, volunteer, consultant or other Preferred by Nature representative 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 Preferred by Nature. No-one who in good faith reports any action or suspected action that he or she perceives to be illegal, fraudulent, or in violation of any Preferred by Nature operations shall suffer intimidation, harassment, discrimination or other retaliation or, in the case of employees, adverse employment consequences. Preferred by Nature will impose disciplinary measures, up to and including termination of employment, against anyone who threatens or retaliates against a person for reporting a violation in good faith.

## 7 Handling of Reported Violations

Chief Operating Officer is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. The Chief Operating Officer will acknowledge receipt of the reported violation or suspected violation to the person who submitted the complaint. All reports will be promptly investigated, including an evaluation of scale and scope, and appropriate corrective action will be taken if warranted by the investigation. The Chief Operating Officer will inform the Executive Director of all complaints and their resolution, and report at least annually to the Board on complaints and their resolution.

## About us

Preferred by Nature (formerly known as NEPCon) is an international non-profit organisation working to support better land management and business practices that benefit people, nature and the climate. We do this through a unique combination of sustainability certification services, projects supporting awareness raising, and capacity building.

For more than 25 years, we have worked to develop practical solutions to drive positive impacts in production landscapes and supply chains in 100+ countries. We focus on land use, primarily through forest, agriculture and climate impact commodities, and related sectors such as tourism and conservation. Learn more at [www.preferredbynature.org](http://www.preferredbynature.org)

## Contact

### Preferred by Nature

Skindergade 23, 3. | DK-1159 Copenhagen | Denmark

Tel.: +45 8618 0866 | CVR: 18044633

[www.preferredbynature.org](http://www.preferredbynature.org) |

[info@preferredbynature.org](mailto:info@preferredbynature.org)



*Stay up-to-date  
with our latest  
news & events*

**Subscribe  
to our  
newsletter**

[www.preferredbynature.org/  
newsletter](http://www.preferredbynature.org/newsletter)