

Whistle Blowing Policy

Design Works (Cumbria) Ltd is committed to operating in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers, employees, or volunteers.

This policy outlines a procedure for employees to report actions that an employee reasonably believes violates a law, or regulation or that constitutes fraudulent accounting or other practices. This policy applies to any matter which is related Design Works (Cumbria) Ltd's business and does not relate to private acts of an individual not connected to the business of Design Works (Cumbria) Ltd.

If an employee has a reasonable belief that an employee or Design Works (Cumbria) Ltd has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to the COO. If the employee does not feel comfortable reporting the information to the COO, he or she is expected to report the information to the CEO.

All reports will be followed up promptly, and an investigation conducted. In conducting its investigations, Design Works (Cumbria) Ltd will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

Design Works (Cumbria) Ltd will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports to a supervisor, to the executive director, the Board of Directors or to a federal, state or local agency what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding, or (c) exercises his or her rights under any state or federal law(s) or regulation(s) to pursue a claim or take legal action to protect the employee's rights.

Design Works (Cumbria) Ltd may take disciplinary action (up to and including termination) against an employee who in management's assessment has engaged in retaliatory conduct in violation of this policy.

In addition, Design Works (Cumbria) Ltd will not, with the intent to retaliate, take any action harmful to any employee who has provided to law enforcement personnel or a

court truthful information relating to the commission or possible commission by Design Works (Cumbria) Ltd or any of its employees of a violation of any applicable law or regulation.

Managers will be trained on this policy and Design Works (Cumbria) Ltd's prohibition against retaliation in accordance with this policy.