The Protected Areas Conservation Trust is committed to cultivating an environment that will promote the advancement of its core mission in a manner that encourages compliance with all applicable laws, rules and regulations including accounting and auditing standards. All Directors, Officers, Employees and other associates of the Trust must maintain high ethical standards in the conduct of their duties and ensure compliance with all applicable laws and regulations.

It is the responsibility of all Directors, Officers and employees of the PACT to report any instances of observed or known fraudulent activity or breach of laws and regulations. Individuals are expected to report cases where there is reasonable belief of a violation to the Chair of the PACT Finance and Audit Subcommittee. Since the PACT operates within the scope of the national protected areas landscape this responsibility extends to our external partners, members of affected communities and the general stakeholder community in the execution of projects.

All reports must be documented and followed up promptly. During the conduct of any investigation the organization will take all reasonable measures to keep the identity of the whistle blower confidential.

Any person whether internal or external to the PACT who initiates a complaint, in good faith, shall not be subject to harassment, retaliation or any form of distress. Any Director, Officer or employee who engages in retaliatory conduct against a complainant is liable for disciplinary action including dismissal.

Any person who files a complaint must be acting in good faith and have reasonable basis to believe that the information and circumstances reported are a genuine violation of law, regulation or ethical conduct. Unsubstantiated or malicious reporting will be subject to disciplinary action including dismissal for employees of the PACT. Unsubstantiated or malicious reporting from individuals outside of the PACT may be subject to legal recourse.

The appropriate personnel will be trained on this policy