

Whistleblower Protection Policy

Alliance of Crop, Soil, and Environment Science Societies

ACSESS requires employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of ACSESS, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations. This applies to all ACSESS employees. If an ACSESS employee observes, or has knowledge of, the CEO committing inappropriate behavior, the employee should report said activity to the ACSESS Board of Director's Chair with no fear of reprisal. The Board Chair will then conduct an independent investigation to determine the legitimacy of the accusation.

Reporting Responsibility

This Whistleblower Policy is intended to encourage and enable employees to raise serious concerns internally so that ACSESS can address and correct inappropriate conduct and actions. It is the responsibility of all employees to report concerns about violations of ACSESS or suspected violations of law or regulations that govern ACSESS's operations.

No Retaliation

It is contrary to the values of ACSESS for anyone to retaliate against anyone who, in good faith, reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, harassment, suspected fraud, or suspected violation of any regulation governing the operations of ACSESS. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to, and including, termination of employment.

Reporting Procedure

ACSESS has an open-door policy and suggests that employees share their questions, concerns, suggestions, or complaints with their supervisor. If an employee is not comfortable speaking with the employee's supervisor, or an employee is not satisfied with the supervisor's response, the employee is encouraged to speak with others in authority within ACSESS such as Human Resources or the CEO. Supervisors are required to report complaints or concerns about suspected ethical and legal violations in writing to the ACSESS' Whistleblower Compliance Officer (or the Chair of the Board of Directors in the case that the Compliance Officer is the target of the complaint), who has the responsibility to investigate all reported complaints.

Compliance Officer

ACSESS's CEO is responsible for ensuring that all complaints about unethical or illegal conduct are fully and timely investigated and resolved.

Accounting and Auditing Matters

ACSESS shall immediately notify the CEO of any concerns or complaints regarding corporate accounting practices, internal controls or auditing and will work on the complaint until the matter is resolved.

Acting in Good Faith

Anyone filing a formal (written or verbal) 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 that prove to have been made maliciously or knowingly to be false by an employee will be viewed as a serious disciplinary offense that could result in termination of employment for dishonesty and/or intentionally reporting false information.

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 under applicable laws, consistent with the need to conduct an adequate investigation.

Handling of Reported Violations

ACSESS's Compliance Officer will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

Policy approved by the ACSESS Board of Directors on May 26, 2011.

Revised policy approved by the ACSESS Board of Directors August 6, 2026.