PREAMBLE

The Water Quality Association ("WQA" or the "Association") is a non-profit international trade association representing the residential, commercial, industrial and small community water treatment industry. Its membership consists of both manufacturers as well as dealers/distributors of equipment. WQA is a resource and information source, a voice for the industry, an educator of professionals, a laboratory for product testing, and a communicator with the public. WQA has more than 2,500 members nationwide.

The business and affairs of the Association are managed under the direction of the Association’s Board of Governors (the “Governors”) as supervised by the Board of Directors (the “Board”) (collectively, the “Governing Boards”). The following Whistleblower Policy has been made applicable to all who are performing official duties on behalf of WQA in their various capacities, as Governors, Board members and Officers, as members of committees or task forces, as members and volunteers, as paid consultants and advisors and as staff and employees (hereafter referred to as “WQA Representatives”).

WQA Representatives dedicate themselves to leading by example in serving the needs of the Association and its members, and in representing the interests and ideals of the water treatment industry at large. WQA Representatives must act at all times in the best interests of the Association and not for personal or third-party gain or financial enrichment. By their participation in the activities of the Association, WQA Representatives affirm their endorsement of the following Whistleblower Policy and, by accepting and retaining their affiliation with WQA, acknowledge their commitment to uphold the principles and obligations of this important policy.

WHISTLEBLOWER POLICY

Purpose

The purpose of this Whistleblower Policy serves to protect WQA and all who are performing official duties on its behalf, in their various capacities, as WQA Representatives.

Handling of Reported Violations

When a WQA Representative develops knowledge of, or a suspicion of, improper accounting or auditing practices, illegal or unethical conduct or conflicts of interest in connection with the finances or other aspects of operations of the Association:
1. The WQA Representative is encouraged to bring this information to the attention of the Association by informing the Executive Director, the President of the Association or the Treasurer of the Association, and the person who was advised will inform the other two. If the alleged wrongdoing concerns the Executive Director, the person who has knowledge of the wrongdoing should inform either the President of the Association or the Treasurer of the Association, and the person who was advised will inform the other.

2. The Executive Director or the Treasurer of the Association will investigate allegations promptly in a manner appropriate to the circumstances, and findings of illegal conduct will be reported to the President of the Association on a timely basis. The confidentiality of the identity of any person providing information regarding actual or alleged illegal conduct will be maintained to the extent possible, without impeding the investigation and resolution of the matter.

3. No WQA Representative will punish or retaliate against anyone who refuses to participate in misconduct, anyone who cooperates with an investigating agency, or anyone who engages in good faith reporting of information under this Whistleblower Policy.

**Acting in Good Faith**

Anyone reporting a concern must act in good faith and have reasonable grounds for believing the information disclosed indicates an improper accounting or auditing practice, illegal or unethical conduct, conflicts of interest in connection with the finances or other aspects of operations of the Association or a violation of WQA policy. The act of making allegations that prove to be unsubstantiated, and that prove to have been made maliciously, recklessly, or with the foreknowledge that the allegations are false, will be viewed as a serious disciplinary offense and may result in discipline, up to and including dismissal from the volunteer position or termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.

**Confidentiality**

Reports of concerns, and investigations pertaining thereto, shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Disclosure of reports of concerns to individuals not involved in the investigation will be viewed as a serious disciplinary offense and may result in discipline, up to and including dismissal from the volunteer position or termination of employment. Such conduct may also give rise to other actions, including civil lawsuits.

**Anonymous and Confidential Reporting**

WQA provides a mechanism to make anonymous and confidential reports of any suspected violations of this Whistleblower Policy via its website at www.wqa.org.