

1. Purpose

Tamtam Education Society (the "Society") is committed to the highest standards of ethical, moral, and legal conduct. The purpose of this Whistleblower Policy is to encourage directors, officers, employees, volunteers, consultants, and other representatives of the Society to report suspected or actual improper conduct without fear of retaliation.

This policy is intended to comply with best practices for nonprofit and educational organizations and to support transparency, accountability, and integrity in all Society activities.

2. Scope

This policy applies to all Board members, officers, employees, volunteers, contractors, consultants, and any individual acting on behalf of Tamtam Education Society.

3. Reportable Concerns

Whistleblowers are encouraged to report any activity that they reasonably believe to be:

- Fraud, theft, or financial mismanagement
 - Corruption, bribery, or misuse of Society funds or assets
 - Violations of laws, regulations, or governmental requirements
 - Serious breaches of the Society's policies, including conflicts of interest
 - Gross misconduct, unethical behavior, or abuse of authority
 - Retaliation against an individual for reporting a concern
 - Actions that pose a substantial risk to the Society's mission, reputation, or beneficiaries
-

4. Reporting Procedures

a. Reporting Channels

A whistleblower may report concerns in good faith through any of the following channels:

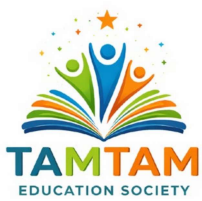
1. The immediate supervisor or manager (if appropriate)
2. The Executive Director or Chief Executive Officer
3. The Chairperson of the Board of Directors
4. The Secretary of the Board
5. Any designated Ethics or Compliance Officer, if appointed

Reports may be made verbally or in writing. Written reports are encouraged to ensure clarity and proper documentation.

15911 E Boxthorn St, Wichita, KS 67228

Tamtam.educationsociety@gmail.com

<https://www.tamtameducationsociety.org>



b. Anonymous Reporting

Whistleblowers may submit reports anonymously. While anonymity may limit the Society's ability to investigate fully, all reasonable efforts will be made to investigate anonymous reports.

5. Confidentiality

All reports will be handled with sensitivity and discretion. Information will be shared only with individuals who have a legitimate need to know to investigate and address the concern, consistent with applicable law.

6. Protection Against Retaliation

No director, officer, employee, volunteer, or other representative of the Society who reports a concern in good faith shall suffer harassment, retaliation, discrimination, or adverse employment or service consequences.

Any individual who retaliates against a whistleblower will be subject to disciplinary action, up to and including removal from office, termination of employment, or termination of volunteer or contractual relationships.

7. Good Faith Requirement

Reports must be made in good faith. Individuals who knowingly make false or malicious allegations may be subject to disciplinary action. A report does not need to be proven to be valid to be made in good faith.

8. Investigation of Reports

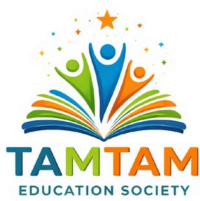
All reports of suspected wrongdoing will be promptly reviewed and investigated by the Board of Directors or a designated committee or officer.

Society will:

- Acknowledge receipt of the report, when possible
- Conduct a fair, impartial, and timely investigation
- Take appropriate corrective or disciplinary action if wrongdoing is confirmed
- Comply with all legal and regulatory reporting obligations

9. Records and Documentation

Society shall maintain records of whistleblower reports and investigations in a secure and confidential manner, consistent with record retention policies and applicable law.



Whistleblower Policy Tamtam Education Society

EIN 41-3348298

10. Relationship with Other Policies

This policy should be read in conjunction with the Society's:

- Conflict of Interest Policy
- Code of Ethics or Code of Conduct
- Financial Management and Internal Controls Policies

11. Administration of the Policy

This Whistleblower Policy shall be administered by the Board of Directors of Tamtam Education Society. The Board has the authority to interpret, enforce, and amend this policy as necessary.

12. Adoption of Policy

This Whistleblower Policy was adopted by the Board of Directors of Tamtam Education Society on August 02, 2026.

Chairperson: Ward Jewell

Secretary: Sai Sumanth Eanumula

13. Whistleblower Acknowledgment Statement

I, M. Edwin Sawan, acknowledge that I have received and read the Whistleblower Policy of Tamtam Education Society and understand my rights and responsibilities under this policy.

Signature: M. Edwin Sawan Date: 8/9/2026