



Whistleblower Protection Policy

It is the policy of Florida Blood Services (FBS) to conduct business in a way that will advance our mission of improving lives by providing quality blood products and exceptional customer service to our community. We will comply with all applicable laws and regulations and expect our Directors, Vice Presidents, Officers, Employees and Volunteers to likewise conduct business in accordance with the letter and the spirit of law inspiring trust and demonstrating the highest degree of integrity.

Encouragement of Reporting:

FBS encourages complaints, reports, inquiries about illegal practices or serious violations of FBS policy, including improper conduct by FBS, its Leadership, or by others on its behalf. Subjects that are appropriate and applicable to report under this policy include violations of local, State or Federal law such as financial improprieties, accounting and/or audit matters, ethical violations or other similar illegal practices or policies. This policy is not intended to be used in place of or as an appeal mechanism for reporting other potential violations such as discrimination and/or harassment allegations. Reporting channels for these issues are specifically addressed in other FBS policies.

Protection from Retaliation:

Whistleblowers are expected to exercise good judgment to avoid false allegations and will be afforded confidentiality to the degree possible as well as, protection against retaliation. Whistleblowers who feel that they are being retaliated against based on an allegation made in good faith are to immediately report the retaliation as indicated below. Protection does not include immunity for wrongdoing discovered during an investigation of the reported violation(s). FBS further retains the right to discipline up to and including possible termination all Whistleblowers who knowingly make a false complaint or otherwise misuse this policy.

Reporting Mechanism:

Complaints, reports or inquiries may be made under this policy on a confidential or anonymous basis. Complaints should describe in sufficient detail in order to facilitate an investigation and resolution.

Reports should be made to the Executive Vice President or Corporate Services. Alternatively, reports can be made directly to the Chief Executive Officer or Chairman of the Board of Directors of FBS.

Reports will be investigated discretely and promptly. It is important to note that vague or general complaints or inquiries that are made anonymously may not provide sufficient detail to conduct a thorough investigation.