INDIGO UNLIMITED

Whistleblower Policy

Adopted by the Board of Directors on November 24, 2026

Adopted in America/Los_Angeles on November 24, 2026. A written board resolution with signature lines for the President and Secretary is in the board records.

1. Purpose

Indigo Unlimited requires directors, officers, volunteers, and any future employees to observe high standards of business and personal ethics in the conduct of their duties. This policy is intended to encourage good-faith reports of concerns about financial, legal, or ethical misconduct, and to protect people who make those reports from retaliation.

2. Reports covered

This policy covers good-faith reports of: suspected violations of law; misuse of Indigo funds or assets; fraudulent or dishonest financial reporting; conflicts of interest that have not been disclosed; violations of Indigo policies; and similar misconduct in connection with Indigo’s programs, including WA Family Guide, NoWhereElse, North Cascades Animal Refuge, the Methow Youth Enterprise Academy, and the Washington Grant Digest.

3. How to report

Reports may be made in writing or by telephone or email to the President or to the Secretary of the Board, at info@indigounlimited.org or (509) 512-2769, or by mail to P.O. Box 1275, Twisp, WA 98856. If the concern involves the President, the report should be made to the Secretary or to another disinterested director. Reports may be made anonymously, though anonymity may limit Indigo’s ability to investigate.

4. No retaliation

No director, officer, volunteer, or employee who in good faith reports a concern under this policy shall be subject to retaliation, harassment, or adverse action because of that report. A person who retaliates is subject to discipline, up to and including removal from the Board or termination of a volunteer or employment relationship. This policy does not protect reports that the person knows are false.

5. Investigation and confidentiality

The Board, or a disinterested director or committee it designates, will review each report promptly and investigate as appropriate. Information will be kept as confidential as reasonably possible, consistent with the need to investigate and with legal requirements. The Board will be informed of the outcome as appropriate.

6. Acting in good faith

Anyone filing a report must be acting in good faith and have reasonable grounds for believing the information indicates misconduct. The reporting person is not responsible for investigating the activity or for determining fault or corrective measures; that is the Board’s responsibility.

Adopted by the Board of Directors on November 24, 2026.

A written board resolution of the same date, with signature lines for Dominick Wernicke, President, and Tarah Wernicke, Secretary, is retained in the corporate records.