

## **Whistleblower Policy**

If a Tamarack Representative becomes aware of a breach or possible breach of applicable laws, rules or regulations or of this Code, they are expected to report such breach.

Any employee of the Corporation may submit, on a confidential or anonymous basis, if the employee so desires, any concerns regarding financial statement disclosures, accounting, internal accounting controls, or auditing matters. Any other person may also submit similar concerns or complaints. All such concerns are to be set forth in writing and forwarded in a sealed envelope directly to the Chairman of the Audit Committee in an envelope labelled with a legend as follows: "To be opened by the Chairman of the Audit Committee only." In order to be acted upon, such complaints must include sufficient information for the Chairman of the Audit Committee to investigate and to determine whether the complaint is valid. If the complainant would like to discuss the matters noted in the complaint with the Chairman of the Audit Committee, he or she should indicate this in the submission and include a telephone number at which he or she can be reached.

Following the receipt of any complaints submitted hereunder, the Chairman of the Audit Committee will review the complaint, speak to the complainant if a telephone number is provided, investigate the matter to the extent deemed necessary and bring the matter to the attention of the Audit Committee.

The Chairman of the Audit Committee may enlist employees of the Corporation and/or outside legal, accounting or other advisors, as appropriate, to conduct any investigation of complaints regarding financial statement disclosures, accounting, internal accounting controls, or auditing matters. In conducting any investigation, the Chairman of the Audit Committee shall use reasonable efforts to protect the confidentiality or anonymity of the complainant.

If upon investigation the allegation is judged to be without substance or merit, or not made in good faith, the allegation may be dismissed. If upon investigation the allegation is judged to be made in good faith and of substance the Audit Committee, through management, will take the necessary disciplinary and/or corrective action. If a telephone number or e-mail address is provided by the complainant, the Chairman of the Audit Committee will, upon completion of the investigation, notify the complainant of the results of the investigation and whether disciplinary and/or corrective action has been taken.

The Corporation and its officers, employees and agents shall not discharge, demote, suspend, threaten, harass or in any manner discriminate against any employee in the terms and conditions of his or her employment based upon lawful actions of such employee with respect to good faith reporting or investigation of complaints regarding the Corporation's accounting and auditing matters.

The Audit Committee, through the Corporation's legal counsel, will retain as a part of its records any such complaints and or concerns and record of the investigative work performed for a period of at least 7 years.