

WHISTLE-BLOWING POLICY

In furtherance of adopting an honest workplace instilled with integrity, LFM saw it best that a Whistle-Blowing Policy be implemented. It seeks to create an environment wherein employees, regardless of rank, would not fear repercussions from bringing forth grievances, irregularities, and unfair dealings. To further this, LFM employees may discuss or disclose any concern regarding a potential violation with the appropriate company officer.

Furthermore, LFM, as a matter of company policy, does not and will not tolerate retaliation (in any form) which increases or is an attempt to increase the suffering of work against an LFM director, senior management and employee who reports forth grievances, irregularities, and unfair dealings in all honesty and in good faith.