



WHISTLEBLOWER POLICY

GENERAL

International Bio Recovery Corporation's Code of Ethics and Conduct (The Code) requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the Company, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

REPORTING RESPONSIBILITY

It is the responsibility of all directors, officers and employees to comply with The Code and to report violations or suspected violations in accordance with this Whistleblower Policy.

NO RETALIATION

No director, officer or employee, who in good faith reports a violation of The Code shall suffer harassment, retaliation or adverse employment consequence. An employee who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment. This Whistleblower Policy is intended to encourage and enable employees and others to raise serious concerns within the Company rather than seek resolution outside the Company.

REPORTING VIOLATIONS

The Code addresses the Company's ethics and conduct policy and suggests that employees report their questions, concerns, suggestions or complaints to someone who can address them properly. In most cases, an employee's supervisor is in the best position to address an area of concern. However, if you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor's response, you are encouraged to speak to anyone in management whom you are comfortable in approaching. Employees are required to report suspected violations of The Code to the Company's Compliance Officer, who has specific and exclusive responsibility to investigate all reported violations. For suspected fraud or securities law violations, employees should immediately contact the Company's Compliance Officer directly.

COMPLIANCE OFFICER

The Company's Compliance Officer is responsible for investigating and resolving all reported complaints and allegations concerning violations of The Code and advising the CEO and/or the Audit Committee. He has direct access to the Audit Committee of the Board of Directors and is required to report to the Committee at least quarterly on his compliance activity. The Company's Compliance Officer is Henry Bow, Corporate Secretary. Henry's telephone line is 604-924-1023 ext. 309. If you are not comfortable speaking with Henry or Henry is not available and the matter is urgent, you may contact the Chairman of the Audit Committee, Mr. Doug Johnston via email at djj@telus.net.

ACCOUNTING AND AUDITING MATTERS

The Audit Committee of the Board of Directors shall address all reported concerns or complaints regarding company accounting practices, internal controls or auditing. The Compliance Officer shall immediately notify the Audit Committee of any such complaint and work with the Committee until the matter is resolved.

ACTING IN GOOD FAITH

Anyone filing a complaint concerning a violation or suspected violation of The Code must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of The Code. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

CONFIDENTIALITY

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

HANDLING OF REPORTED VIOLATIONS

The Compliance Officer will notify the sender (if identified) and acknowledge receipt of the reported violation or suspected violation within five (5) business days. All reports will be promptly investigated and appropriate corrective action will be taken or referred to the Audit Committee if warranted by the investigation.