



# PALM CHARTERS GROUP S.A.



## Palm Charters Quality Management System

### Whistleblowing policy

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## Palm Charters Whistleblowing Policy

The Whistleblowing Policy is an important pillar in the quality management system of Palm Charters. This policy aims to provide guidance to all employees and personnel providing services on behalf of the company on a contract basis, if they should need to raise genuine and legitimate concerns that an instance of wrongdoing has occurred or is occurring in the practice or if they have a concern for the mental well-being of an individual. This is known as whistleblowing or, more formally, as making a disclosure in the public interest.

Palm Charters aspires to implement a culture of openness and a work environment where an individual can feel confident about raising a concern without fear of reprisal. We will safeguard an individual who makes a whistle-blowing complaint in good faith and with genuine belief of wrongdoing.

Therefore, it is Palm Charters' policy to never dismiss, discipline or victimize an employee who 'blows the whistle' on criminal behaviour or malpractice, but on the contrary to encourage the reporting of any such suspicions as it will allow a better internal monitoring system and the prevention of unlawful misconduct within the company or its associated parties.

### Review of the whistleblowing policy

We are committed to continuous improvement and this policy will be reviewed regularly for effectiveness and updated as necessary.



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