

# Whistleblowing Policy for Solargy

## Introduction

SolarGy is committed to maintaining the highest standards of integrity, transparency, and accountability in all its operations. This Whistleblowing Policy aims to provide a safe and confidential mechanism for employees, contractors, partners, and other stakeholders to report any concerns about illegal, unethical, or improper conduct within SolarGy.

## Purpose

The purpose of this policy is to:

- Encourage the reporting of suspected misconduct, wrongdoing, or unethical behavior.
- Protect whistleblowers from retaliation or victimization.
- Ensure that all reports are handled promptly, fairly, and discreetly.

## Scope

This policy applies to all employees, contractors, suppliers, customers, and other stakeholders of SolarGy. It covers the reporting of:

- Violations of laws, regulations, or company policies.
- Health and safety risks.
- Environmental hazards.
- Harassment, discrimination, or abuse of authority.
- Any other unethical or improper conduct.

## Reporting Procedure

**Methods of Reporting** Concerns can be reported through the following channels:

- **Written Report:** Submit a written report to the Whistleblowing Officer at Solargy's corporate office.
- **Anonymous Reporting:** Use the anonymous online reporting form

## Information to Include

When making a report, please provide as much detail as possible, including:

- Description of the misconduct or issue.
- Names of individuals involved.
- Date(s) and location(s) of the incident(s).
- Any supporting evidence or documentation.

## Protection of Whistleblowers

**Confidentiality** Solargy will protect the identity of whistleblowers to the fullest extent possible. Information will only be disclosed on a need-to-know basis or if required by law.

**Protection Against Retaliation** Whistleblowers acting in good faith will be protected from retaliation, harassment, or adverse employment consequences. Retaliatory actions against whistleblowers are strictly prohibited and will result in disciplinary action.

## Handling Reports

**Acknowledgment** Upon receiving a report, the Whistleblowing Officer will acknowledge receipt within five working days, unless the report is anonymous.

**Investigation** All reports will be assessed and investigated promptly and thoroughly by an impartial investigator appointed by Solargy. The investigation process may include interviews, document reviews, and other necessary steps.

**Outcome** If the investigation substantiates the report, Solargy will take appropriate corrective actions, which may include disciplinary measures, policy changes, or reporting to relevant authorities.

## False or Malicious Reports

Deliberately making false or malicious reports is a serious violation of this policy. Individuals found to have made such reports may face disciplinary action.

## Training and Awareness

Solargy will provide regular training and communication to ensure employees and stakeholders understand the Whistleblowing Policy and their role in supporting it.

## Review of the Policy

This policy will be reviewed annually or as needed to ensure its effectiveness and alignment with best practices and legal requirements.

Approved by: Albert Lim, Managing Director of SolarGy

Effective Date: 11/12/2023