


Palremit Whistleblower Policy

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1. Purpose

Palremit is firmly committed to fostering a culture of integrity, transparency, and accountability across all levels of its operations. As part of our commitment to ethical conduct and regulatory compliance, we recognize the critical importance of creating a safe and confidential environment for raising concerns about potential wrongdoing.

This Whistleblower Policy is intended to empower employees, contractors, partners, and other stakeholders to speak up about any suspected misconduct, unethical practices, regulatory breaches, or violations of internal policies—without fear of retaliation, harassment, or adverse consequences.

By encouraging the timely and responsible reporting of such concerns, Palremit seeks to detect and address issues early, protect its organizational values, and uphold the trust placed in us by customers, regulators, and the public

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2. Scope

This policy applies to all employees, contractors, vendors, agents, consultants, and any individual or entity with a direct

or indirect relationship with Palremit. It is designed to address concerns that may arise in the course of business operations and interactions.

Matters covered under this policy include, but are not limited to:

- i. Fraud, theft, or financial misconduct
- ii. Bribery, corruption, or improper payments
- iii. Breaches of anti-money laundering (AML) or counter-financing of terrorism (CFT) obligations
- iv. Violations of Palremit's internal policies, procedures, or codes of conduct
- v. Abuse of authority, harassment, or other forms of unethical behavior

Any conduct that could damage Palremit's reputation or contravene applicable local or international laws and regulations

3. Reporting Channels

Palremit provides secure and confidential channels through which whistleblowers can report concerns, either openly or anonymously. Individuals are encouraged to report in good

faith any suspected misconduct or irregularities using the following means:

- i. **Email:** support@palremit.com
- ii. **Anonymous Reporting Form:** Accessible via the company intranet or official website
- iii. **Whistleblower Hotline:** +2348163079466

All reports received will be treated with the utmost confidentiality. Palremit is committed to ensuring that all concerns are acknowledged, reviewed, and investigated promptly and impartially

4. Protection from Retaliation

Palremit strictly prohibits any form of retaliation against individuals who, in good faith, report concerns, suspected misconduct, or participate in investigations under this policy.

This protection applies regardless of whether the reported issue is ultimately substantiated, provided the report was

made honestly and without malicious intent. Acts of retaliation including intimidation, discrimination, harassment, demotion, or termination are considered serious violations of this policy and will be met with appropriate disciplinary action, up to and including dismissal.

Palremit is committed to fostering a speak-up culture where individuals feel safe and supported when raising concerns

5. Confidentiality

Palremit is committed to maintaining the highest level of confidentiality in all whistleblower reports. All disclosures and any identifying information where provided will be handled with strict discretion and shared only with those who need to know in order to investigate and address the issue effectively.

Anonymous reporting is fully supported and encouraged. Whistleblowers are not required to reveal their identity, and Palremit will take all reasonable steps to ensure that their anonymity is preserved throughout the process, where requested

6. Investigation Process

Upon receipt of a report, the Compliance or Internal Audit team will conduct a preliminary assessment to determine its credibility and relevance. If the concern warrants further review, a formal investigation will be initiated in a fair, objective, and timely manner.

The investigation process may involve interviews, documentation review, and collaboration with relevant departments, while maintaining confidentiality and minimizing disruption.

Findings from the investigation will be documented and, depending on the nature and severity of the issue, may be escalated to senior management or the Board of Directors for appropriate action and resolution.

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7. False Reports

Palremit strongly encourages individuals to report concerns in good faith and with honest intent. However, knowingly submitting false, misleading, or malicious reports is strictly prohibited.

Such actions not only undermine the integrity of this policy but also divert valuable resources from legitimate concerns. Any individual found to have willfully filed a false report may be subject to disciplinary action, up to and including termination of employment or contract.


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8. Policy Review

This policy shall be reviewed at least annually, or more frequently as necessary, to ensure its continued relevance, effectiveness, and alignment with applicable legal, regulatory, and organizational standards.


Updates or amendments to this policy will be communicated to all stakeholders and incorporated into Palremit's governance framework as appropriate

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