



Whistleblower policy

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Purpose

The purpose of this whistleblower policy is to ensure that Agilité continues to meet or exceed the requirements and standards in the area of whistleblowing. This whistleblower policy applies to all employees, directors, subcontractors and consultants of Agilité.

If you have reasonable grounds to believe that a violation of any Requirement or Standard has occurred, or that a potential violation may occur, we urge you to take appropriate actions as outlined in this whistleblower policy.

Under this whistleblower policy, Agilité will investigate all complaints made in good faith of actual or suspected illegal, fraudulent or otherwise inappropriate or dishonest conduct, which runs contrary to or is in violation of any of the Requirements or Standards.

This whistleblower policy is intended to be consistent with and to supplement any provincial or federal laws in place for whistleblowing.

Protection

Any individual who reports an actual or potential violation or suspected violation of any of the requirements or standards will be protected under this whistleblower policy. It is contrary to the values of Agilité and prohibited by law in some jurisdictions for anyone to retaliate or discriminate against any person who makes such a report (including, for example only, complaints of discrimination or fraud).

If you have made a report under this policy and have reasonable grounds to believe that you have been retaliated or discriminated against as a result of such disclosure, you may report such retaliation or discrimination in accordance with the reporting procedure set out below, including anonymously if so desired.

A person who retaliates against someone who has made a report under this whistleblower policy will be subject to discipline up to and including termination of their employment in accordance with the Agilité Employee Handbook.

Disclosure and reporting process

Agilité encourages everyone to report or disclose any violations or suspected violation of any Requirements or Standards under this whistleblower policy. Individuals may report or disclose any such matter to their line manager. Should that not be possible or, if you do not feel comfortable in doing so, you may contact Agilité's HR manager, Naomi Felix, at: +33 (0)6 21 07 97 48 or naomi.felix@agilitesolutions.com.

Confidentiality and anonymity

All reporting and disclosures made under this Whistleblower Policy may be made on an anonymous basis and will be kept confidential to the extent possible. Reporting to Organisational Excellence & Community Engagement within Human Resources may be done anonymously by sending a fax or letter to them at: 3 rue d'Amboise, 75002, Paris.



Investigations and records

All matters reported or disclosed under this Whistleblower Policy will be promptly reviewed and investigated. Agilité Solutions Human Resources Manager will maintain a confidential log of all such matters, including a record of the receipt, investigation and disposition of each matter.

Upon the completion of each investigation, action will be taken, if and as appropriate, and findings may be communicated to the disclosing person and his or her supervisor, if appropriate.

Investigations may be conducted by independent third parties or advisers, such as auditors and/or attorneys.

Investigators will maintain confidentiality except where it is not reasonably possible to do so.

Any report or disclosure relating to inappropriate or fraudulent accounting practices, or financial controls or audit matters will be reported directly to the managing director.



Imminent risk

'Imminent risk' deals with situations that require immediate attention as they could pose significant risk to public health or safety, or a danger to the environment. These are to be reported directly and immediately to a line manager.

Signature:  _____ Name: **Neil Coales** Date: **12/02/2024**



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