



AGILITÉ
A PARELLA COMPANY

Whistleblower policy.

**Raising concerns safely, confidentially, and without fear
of retaliation.**

Table of contents.

- / Purpose.
- / Protection.
- / How to raise a concern.
- / Confidentiality and anonymity.
- / Investigations and records.
- / Imminent risk.

Version history.

Version	Date	Name	Details
1.0	18/05/2022	Management	Creation of policy.
2.0	22/02/2023	Management and Samantha Beckford	Management reviewed policy. SB updated policy design template.
3.0	12/02/2024	Management team	Review of policy with minor updates to copy.
4.0	21/07/2025	Ruth Harrison-Davies	Review and update of content. Adoption of template's redesign.
5.0	31/07/2026	Naomi Felix	Annual review. No updates.



Purpose.

The purpose of this whistleblower policy is to ensure Agilité meets or exceeds the highest standards for whistleblowing. It applies to all employees, directors, subcontractors, and consultants.

If you have reasonable grounds to believe that a breach of any of our policies, standards, or the law has occurred – or may occur – we encourage you to take action as outlined here. We will investigate all concerns raised in good faith about illegal, fraudulent, unethical or dishonest conduct.

This policy supports our legal obligations and complements any national whistleblowing laws.

Protection.

Anyone who raises a concern in good faith will be protected from retaliation. It is contrary to Agilité's values – and prohibited by law in some locations – for anyone to retaliate or discriminate against a person who makes such a report.

If you believe you have been treated unfairly after raising a concern, report it using the process below – which can be anonymous should you wish. Any person who retaliates will face disciplinary action, up to and including dismissal.

How to raise a concern.

We encourage everyone to report suspected breaches of our policies, standards, or the law. To do so, you can either speak to your line manager or, if that's not possible or you would prefer not to, contact our HR manager, Naomi Felix on: +33 (0)6 21 07 97 48 or naomi.felix@agilitesolutions.com.

Confidentiality and anonymity.

Reports can be made confidentially or anonymously, and we will protect your identity wherever possible, should you request it. You may submit an anonymous report, in writing, for the attention of the HR manager to: 3 rue La Boétie, 75008 Paris, France.

Investigations and records.

All reports made under this whistleblower policy will be reviewed and investigated promptly. Investigations may be conducted internally or by independent specialists (such as auditors or legal advisers).

Our HR manager will keep a confidential record of each case – including the report, investigation, and outcome. Once each investigation is complete, action will be taken where appropriate, and findings may be shared with you or your manager.

Any concerns relating to financial practices, accounting, or audits should be reported directly to the HR manager.

Imminent risk.

If you believe there is an immediate and serious risk to public health, safety, or the environment, report it straight away to your line manager, the country head and/or HR manager.

Signature:  Name: **Neil Coales** Date: **31/07/2026**



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