

Tiny Air Limited Whistleblowing Policy

1. Policy Statement

Tiny Air Limited is committed to the highest standards of openness, integrity, and accountability. The company recognizes the importance of identifying and addressing wrongdoing at an early stage. This policy provides a confidential channel for employees and external stakeholders to report concerns about any aspect of the organization's operations or conduct.

2. Scope

This policy applies to all employees, contractors, suppliers, and partners of Tiny Air Limited. It covers reporting concerns related to:

Illegal activities or breaches of law

Financial fraud or mismanagement

Endangerment to health & safety or the environment

Corruption or unethical business practices

Any other kind of malpractice or wrongdoing

3. Protection for Whistleblowers

Tiny Air Limited guarantees that whistleblowers will not suffer any form of retaliation, discrimination, or disadvantage for raising concerns in good faith.

The identity of the whistleblower will be kept confidential unless disclosure is required by law.

4. Reporting Procedure

Concerns should be reported through the designated channel, which may include a confidential hotline or a specific email address managed by the compliance officer or a designated external party.

Reports should provide as much detail as possible, including relevant dates, locations, individuals involved, and evidence, if available.

5. Response to Reports

All reports will be promptly investigated by a designated officer or an external entity, ensuring confidentiality and impartiality.

The whistleblower will receive acknowledgment of their report within a specified timeframe and will be informed about the progress and outcome of the investigation, where appropriate.

6. Action and Redress

If an investigation substantiates the reported concern, Tiny Air Limited will take appropriate corrective action, which may include disciplinary measures, changes to company policies or procedures, and/or reporting the matter to relevant authorities.

The company will also take steps to prevent future occurrences of similar issues.

7. Training and Communication

Tiny Air Limited will provide training to employees about the whistleblowing policy and procedures to ensure they understand how to raise concerns.

This policy will be communicated to all staff, contractors, and stakeholders, and will be available on the company's website or internal platforms.

8. Review and Monitoring

The whistleblowing policy and its effectiveness will be regularly reviewed and updated as necessary to ensure it meets legal requirements and best practices.

The Board of Directors or a designated committee will oversee the implementation of the policy and review reports and outcomes of investigations.

9. Contact Information

The company will provide clear contact information for reporting concerns and seeking advice about the whistleblowing process.

10. Policy Approval and Implementation

This policy has been approved by the Directors and is effective as of 12/12/2023

Compliance with this policy is mandatory for all individuals covered by its scope.