



Purple Bird Technology

Whistleblower Policy

Version 1.0

March 3rd, 2025



Whistleblower Policy

At Purple Bird Technology we are committed to the highest standards of integrity, accountability, and ethical behavior.

Our Whistleblowing Policy provides employees, business partners, and other stakeholders with a confidential and secure mechanism to report unethical or unlawful conduct without fear of retaliation.

This policy applies to all employees, suppliers, customers, contractors, and other stakeholders associated with Purple Bird Technology. Whistleblowing concerns may include, but are not limited to:

- Fraud, corruption, or financial misconduct
- Environmental violations
- Human rights abuses
- Workplace safety violations
- Discrimination, harassment, or bullying
- Violations of laws, regulations, or company policies

1. Confidential Reporting Channels

Whistleblowers can report concerns through the following confidential channels:

- Email: compliance@purplebirdtechnology.com
- Online Portal: [PBT Whistleblower System](#)

All reports will be handled with strict confidentiality. Whistleblowers may remain anonymous if they choose.

No retaliation: Any form of retaliation against whistleblowers is strictly prohibited. Retaliation may result in disciplinary action, including termination.



2. Acknowledgment and Review

- Acknowledgment: The report will be acknowledged within 10 working days.
- Initial Review: The compliance officer will assess the report and determine the necessary actions.
- Investigations will be conducted promptly and impartially, ensuring due process and protection of all involved parties.
- Outcomes of the investigation may lead to corrective actions, including disciplinary measures or changes in procedures to prevent recurrence.

3. Protection and Responsibilities

- All whistleblowers are protected from retaliation, harassment, or disadvantage as a result of their disclosure.
- All reports will be treated with the utmost confidentiality and will only be disclosed to individuals who need to know in order to address the concern.
- Employees are encouraged to act in good faith when raising concerns. Deliberately false or malicious allegations may result in disciplinary action.