



Whistleblowing Policy

1. Purpose

Kemar Minerals Inc. ("Kemar Minerals" or "the Corporation") is committed to maintaining the highest standards of integrity, ethics, and transparency in its operations. This Whistleblowing Policy ("Policy") establishes a clear framework for employees, contractors, suppliers, and other stakeholders to report misconduct, illegal activities, or unethical behavior without fear of retaliation.

2. Scope

This Policy applies to:

- All employees, directors, officers, and representatives of Kemar Minerals.
- Contractors, suppliers, agents, consultants, and third parties acting on behalf of the Corporation.
- Any individual who becomes aware of wrongdoing related to the Corporation's operations.

3. Definition of Whistleblowing

Whistleblowing is the disclosure of information regarding suspected wrongdoing, fraud, or unethical behavior within the Corporation. This includes, but is not limited to:

- Financial fraud or misrepresentation.
- Corruption, bribery, or conflicts of interest.
- Violations of health, safety, and environmental regulations.
- Discrimination, harassment, or abuse in the workplace.
- Breaches of legal or regulatory requirements.

- Retaliation against individuals who report misconduct.

4. Reporting Channels

To facilitate the safe and confidential reporting of concerns, Kemar Minerals provides multiple reporting options:

- **Internal Reporting:** Employees and stakeholders can report concerns directly to their supervisor, the Human Resources department, or the Compliance Officer.
- **Whistleblower Hotline:** A confidential hotline is available for anonymous reporting.
- **Email Submission:** Reports can be submitted to a dedicated email address monitored by the Compliance Department.
- **Online Reporting Portal:** A secure online platform allows individuals to submit concerns anonymously.
- **External Reporting:** If internal reporting mechanisms are ineffective, whistleblowers may report to relevant regulatory authorities or law enforcement agencies.

5. Retaliation Protection

- All reports will be treated with strict confidentiality, and the identity of whistleblowers will be protected to the fullest extent possible.
- Kemar Minerals strictly prohibits retaliation against whistleblowers. Any individual found retaliating against a whistleblower will face disciplinary action, including termination of employment or contract.
- Whistleblowers acting in good faith will be protected even if their report is found to be unsubstantiated. However, knowingly making false or malicious reports may result in disciplinary action.

6. Investigation Process

- All reports will be treated with strict confidentiality, and the identity of whistleblowers will be protected to the fullest extent possible.
- Kemar Minerals strictly prohibits retaliation against whistleblowers. Any individual found retaliating against a whistleblower will face disciplinary action, including termination of employment or contract.
- Whistleblowers acting in good faith will be protected even if their report is found to be unsubstantiated. However, knowingly making false or malicious reports may result in disciplinary action.

7. Responsibilities

- Employees: Must report any suspected misconduct or unethical behavior and cooperate in investigations.
- Supervisors and Managers: Must ensure that reports are taken seriously and that whistleblowers are protected from retaliation.
- Compliance Department: Responsible for handling reports, ensuring confidentiality, and overseeing investigations.
- Board of Directors: Ensures the effective implementation and periodic review of this Policy.

8. Training and Awareness

- All employees will receive training on whistleblowing procedures and their rights under this Policy.
- Awareness campaigns will be conducted periodically to ensure employees and stakeholders understand their reporting options and protections.

9. Monitoring and Review

- The Compliance Department will monitor reports, track case resolutions, and ensure proper documentation.
- This Policy will be reviewed annually to ensure effectiveness and compliance with legal and regulatory standards.

Approved by:



Miles H. Auteberry
Chief Executive Officer
Kemar Minerals Inc.

