

SPEAK UP POLICY

1. Purpose

Dijets Inc is committed to integrity, transparency, and accountable governance. This policy encourages the reporting of concerns relating to misconduct, unethical behaviour, or breaches of Council policies or applicable laws.

2. What to Report

Concerns may include, but are not limited to:

- Misuse of Council wallets, treasury funds, or tokens
- Undisclosed conflicts of interest
- Fraud, corruption, or financial misconduct
- Insider trading or misuse of non-public information
- Breaches of governance rules or legal obligations

3. How to Report

Concerns must be raised promptly with:

- The Managing Director and/or any approved reporting channel.

Reports may be submitted in writing or through designated secure communication channels.

4. Good Faith & Protection

Reports must be made in good faith. Dijets Inc strictly prohibits retaliation against any individual who raises a concern honestly and reasonably. No person shall suffer removal, penalty, or disadvantage for making a protected disclosure.

5. Confidentiality

Reports will be handled confidentially to the extent reasonably practicable. Information will be shared only where necessary to review and address the concern.