

Whistleblower Protection Measures

The Company will, protect the rights of the bone fide informant/ whistler-blower/ complainant; whereby this will be in accordance with the established procedures and measures specified in the code of conduct for Company Directors, the Management and Staff.

1. The informant/ whistle-blower/ complainant can choose whether, or not, to reveal his/ her Identity, if revealing the identity will make the person feel insecure and unsafe, or will subject the person to any loss or damage. As such, if the person chooses to reveal his/ her identity, it will better enable Company to feedback any progress relating to the information given and to disclose the true facts or provide some relief for any loss or damages suffered in a more effective and convenient manner.

2. The Company will keep confidential the name or any other personal information that will facilitate the exact identification of the whistle-blower/ informant/ complainant; whereby the receiver of the information as well as the person(s) handling the investigation will maintain absolute confidentiality of the information and relevant data - unless required to disclose such information as specified by any applicable laws.

3. The Company will prevent and ensure that the informant/ whistle-blower/ complainant is not threatened or his/ her rights are not violated during the investigative process, as well as will punish anyone who threatens or violates the rights of the informant/ whistle-blower/ complaint.

4. The Company will undertake extra special protective measures corresponding to the potential degree of danger for the informant/ whistle-blower/ complaint.

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5. In the event that the investigative process is completed, and there is no evidence of the any actual wrongdoing as informed, the Company will not punish or discipline the informant/ whistle-blower/ complaint if the information was given in a genuinely honest manner or intent. And, if anyone has suffered any loss or damage as a result of the information received, then he/ she will also be compensated and given any relief for the loss or damage suffered as appropriate and in an equitable manner.

6. The Company will not demote, punish, or subject any person to any negative actions against them, in the event that any employee or Staff is a bone fide informant, whistle-blower or complainant, or anyone who cooperates in any associated investigation process, or refuses to pay bribes even if such refusal may result in the company losing business.

7. However, in the event that it is clearly evident to sufficiently indicate that the information or complaint received from the whistle-blower is made with a dishonest or malicious intent, so as to result in damages for the suspected wrongdoer or the Company, then the Company will investigate and, if so, impose disciplinary punishment in accordance with the regulations and/or also take legal proceedings against the informant or complainant who is an employee of the Company. If the informant is an external person/ party, then the Company will consider taking legal proceedings in accordance with the applicable laws.