

PERMAJU INDUSTRIES BERHAD
(Company No. 379057-V)

Whistle Blowing Policy

The Group believes in adopting high standards of integrity, honesty and accountability in the conduct of its businesses and operations. The Group aspires to conduct its business affairs in the most ethical, responsible and transparent manner possible.

The Group encourages all employees and the public to disclose any improper conduct in accordance with procedures provided under the Whistle Blowing policy.

Objective

The objective of this policy is to position Permaju Industries Berhad and all its subsidiaries (hereinafter referred to as “the PIB Group”) in providing an avenue for its employees and/or stakeholders to raise concerns in confidence, disclose any fraud, corruption/bribery/blackmail, theft or embezzlement, misuse of Company’s property abuse of power, criminal offences, failure to comply with legal or regulatory obligation, miscarriage of justice or endangerment of an individual’s health and safety of which they become aware, and to ensure that the employee and/or stakeholder who reports allegations of such concerns will be protected from possible reprisals or retaliations if he/she has a reasonable belief that the disclosure was made in good faith.

Scope of Policy

This policy is designed to facilitate employees and stakeholders a specific means to disclose or report through established channels, concerns on any improper conduct (misconduct or criminal offence).

The above list is not exhaustive and includes any act or omissions, which, if proven, will constitute an act of misconduct under the Company’s Code of Conduct and Business Ethics or any criminal offence under relevant legislations in force.

Only genuine concerns should be reported under the Whistle Blowing procedures. This report should be made in good faith with a reasonable belief that the information and any allegation in it are substantially true, and report is not made for personal gain, malicious and false allegations by the whistle blower will be view seriously and treated as a gross misconduct and if proven may lead to dismissal or termination of the whistle blower who abuses this policy.

Policy Statement

It is the policy of the PIB Group:

- (i) That the PIB Group is committed to achieving and maintaining high standards with regards to behaviour at work.
- (ii) That all PIB Group employees and stakeholders are encouraged to report promptly genuine concerns about any grievances within the scope of the Whistle Blowing policy without fear of reprisal should they act in good faith when reporting such concern. Any anonymous disclosure will not be entertained. Any employee or member of the public who wishes to report improper conduct is required to disclose his identity to the Company in order for the Company to accord the necessary protection to him. However, the Company reserves its right to investigate into any anonymous disclosure.
- (iii) That PIB Group views any harassments or retaliations in any forms or manner against genuine whistle blowers seriously and will treat such actions as gross misconduct, which if proven, may lead to dismissal or termination of the person/ parties harassing or retaliating in any form or manner against genuine whistle blower.
- (iv) That PIB Group assures individual employee and stakeholder who raises issues of concern that he/she will be protected from any adverse impact on their employment or relationship with the PIB Group as a result of his/her reporting, provided the report is made in good faith and without malice.

Procedures

In the case of PIB Group employees, any concern should be raised with his/her immediate superior, and in the PIB Group stakeholders, any concern should be raised with the immediate superior of the employee concerned.

If for any reason, it is believed that this is not possible or appropriate, then the concern should be reported to Chairman of Permaju Industries Berhad, and/or Executive Director of Permaju Industries Berhad.

- (i) Channel of reporting to Chairman of Permaju Industries Berhad:

Name	:	Jean-Michel Fink
Telephone No.	:	03-7725 8855
Fax No.	:	03-7725 6127
E-mail address	:	jmfink84@gmail.com
Mail	:	Mark "Strictly Confidential" Wisma Cergaz, Lot 45182 Sungai Penchala Off Jalan Damansara 60000 Kuala Lumpur, Wilayah Persekutuan Attention: Chairman of Permaju Industries Berhad

(ii) Channel of reporting to the Executive Director of Permaju Industries Berhad

Name : Mr Tang Boon Koon
Telephone No. : 03-7725 8855
Fax No. : 03-7725 6127
E-mail address : bktang99@gmail.com
Mail : Mark "Strictly Confidential"
Wisma Cergaz, Lot 45182
Sungai Penchala Off Jalan Damansara
60000 Kuala Lumpur, Wilayah Persekutuan
Attention: Executive Director

In the case where reporting to management is a concern, then the report should be made to the Chairman of Audit and Risk Management Committee. Channel of reporting to the Chairman of Audit and Risk Management Committee is:

Name : Mr Ho Pui Hold
Telephone No. : 03-7725 8855
Fax No. : 03-7725 6127
E-mail address : ph.hbglobal@gmail.com
Mail : Mark "Strictly Confidential"
Wisma Cergaz, Lot 45182
Sungai Penchala Off Jalan Damansara
60000 Kuala Lumpur, Wilayah Persekutuan
Attention: Chairman of Audit and Risk
Management Committee

Action

- (a) All reports will be investigated promptly by the person receiving the report who should promptly report to the management, if appropriate. If required, he/she can obtain assistance from other resources within the PIB Group. The progress of investigation will be reported to the Audited Committee no later than at the next scheduled meeting.
- (b) Reports received anonymously will be treated as confidential.
- (c) The person making anonymous report will be advised that maintaining anonymity may hinder an investigation. Notwithstanding this, anonymity will be maintained as long as it is permitted by law or the person making the report indicates that he no longer wishes to remain anonymous.
- (d) Upon completion of investigation, appropriate course of action will be recommended to the Audit Committee for their deliberation. Decision taken by the Audit Committee will be implemented immediately.

Action (continue)

(e) Where possible, steps will be taken to prevent similar situation from arising again.

(f) If for any reason, the person making the report is not satisfied with the way his/her report had been dealt with, he/she can escalate his/her report to the Audit and Risk Management Committee. Channel of reporting to the Audit and Risk Management Committee is:

Name : Mr Ho Pui Hold
Telephone No. : 03-7725 8855
Fax No. : 03-7725 6127
E-mail address : ph.hbglobal@gmail.com
Mail : Mark "Strictly Confidential"
Wisma Cergaz, Lot 45182
Sungai Penchala Off Jalan Damansara
60000 Kuala Lumpur, Wilayah Persekutuan
Attention: Chairman of Audit and Risk
Management Committee

(g) Chairman of the Audit Committee will deliberate the report with his Committee members and decide on the appropriate course of action.