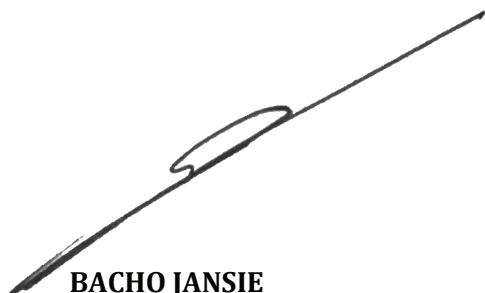


## **DASAR PEMBERI MAKLUMAT**

This policy is intended to encourage employees of the organization and other stakeholders to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviours or practices) within the organization without retribution.

1. The whistleblower should promptly report the suspected or actual event to the "Complaints & Grievances Board"
2. The whistleblower shall report the event with his/her identity
3. The whistleblower shall receive no retaliation or retribution for a report that was provided in good faith – that was not done primarily with malice to damage another or the organization
4. A whistleblower who makes a report that is not done in good faith is subject to discipline, including termination of service, or other legal means to protect the reputation of the organization and the affected individual/s
5. Anyone who retaliates against the whistleblower (who reported an event in good faith) will subject to discipline, including termination of service
6. This policy excluded crimes against person or property, such as assault, rape, burglary, etc., which should immediately be reported to local law enforcement unit
7. The "Complaints & Grievances Board" who receive the reports must promptly act to investigate and/or resolve the issue
8. The whistleblower shall receive a report within a predefined period of the initial report, regarding the investigation, disposition or resolution of the issue from the "Complaints & Grievances Board"
9. If the investigation of a report, that was done in good faith and investigated by internal personnel, is not to the whistleblower's satisfaction, then he/she has the



**BACHO JANSIE**  
**PENGARAH URUSAN KUMPULAN**

Tarikh: 08hb Januari 2021

Pindaan: 03



K I N A B A L U

## WHISTLEBLOWER POLICY

This policy is intended to encourage employees of the organization and other stakeholders to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviours or practices) within the organization without retribution.

1. The whistleblower should promptly report the suspected or actual event to the "Complaints & Grievances Board"
2. The whistleblower shall report the event with his/her identity
3. The whistleblower shall receive no retaliation or retribution for a report that was provided in good faith – that was not done primarily with malice to damage another or the organization
4. A whistleblower who makes a report that is not done in good faith is subject to discipline, including termination of service, or other legal means to protect the reputation of the organization and the affected individual/s
5. Anyone who retaliates against the whistleblower (who reported an event in good faith) will subject to discipline, including termination of service
6. This policy excluded crimes against person or property, such as assault, rape, burglary, etc., which should immediately be reported to local law enforcement unit
7. The "Complaints & Grievances Board" who receive the reports must promptly act to investigate and/or resolve the issue
8. The whistleblower shall receive a report within a predefined period of the initial report, regarding the investigation, disposition or resolution of the issue from the "Complaints & Grievances Board"
9. If the investigation of a report, that was done in good faith and investigated by internal personnel, is not to the whistleblower's satisfaction, then he/she has the right to report the event to the appropriate legal or investigative agency
10. The identity of the whistleblower, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement, in which case members of organization are subject to subpoena



**BACHO JANSIE**  
**GROUP MANAGING DIRECTOR**

Date: 08th January 2021

Revision: 03