

# EASTLAND EQUITY BHD

## WHISTLE BLOWING POLICY AND PROCEDURE

The Board is committed to achieve and maintain high standard of corporate integrity. Towards this end, the Board has in this policy defined and outlined procedure for the employees and stakeholders to disclose any wrongdoing or violation of the Company's Code of Conduct and Ethics (the Code).

### 1.0 WHISTLE BLOWING CHANNEL

Stakeholders who knows of, or suspects a violation of the Code may report the incidence to the Board Chairman or the Audit and Risk Management Committee ("ARMC") Chairman by emailing to [eastland@whistleblower.com.my](mailto:eastland@whistleblower.com.my) or posting to PO Box #911, L2- 08, Level 2, Cheras Leisure Mall, Jalan Manis 6, Taman Segar, 56100 Kuala Lumpur.

The Internal Auditors shall maintain a record of the complaints received and on quarterly basis, prepare a summary report for the ARMC.

### 2.0 PRINCIPLES

The general principles governing this policy are as follows:-

- The whistle blower may identify himself or herself or remain anonymous when reporting suspected and/or known misconduct and wrongdoing;
- By reporting to us of any suspected wrong doings, the whistleblower shall assure the Group that the information disclosed or reported by him/her is not confidential information which have been disclosed or reported to any enforcement agencies;
- The identity of the whistle blower and all concerns raised would be treated as private and confidential in order to protect the whistle blower from victimization or harassment arises from the reporting. However, the whistle blower may be required to come forward as a witness in accordance with any applicable laws and regulations; and
- Whistle blower and any persons related or associated with the whistle blower are protected against any detrimental action in reprisal for disclosing improper conducts. However, this protection would not be extended to someone who maliciously raises matter he/she knows is untrue. Any employee found to make false and malicious allegation shall be subjected to disciplinary and/or legal actions.

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### 3.0 INVESTIGATION AND OUTCOMES

All complaints will be investigated. The Internal Auditors shall review each claim and pursue it to the extent the information and evidence received allows. The Internal Auditors shall begin preliminary investigations to establish whether the claim has merit and can be substantiated.

However, the Board Chairman or the ARMC Chairman may individually or jointly seek assistance from external resources when conducting its investigation at the cost of the Group.

Upon completion of investigation, the Board Chairman or the ARMC Chairman shall decide the appropriate actions for:

- a. Informing the whistleblowers the status of the findings;
- b. Initiating disciplinary action against any persons who has committed improper conducts;
- c. Making a police report where the improper conduct constitutes a criminal offence; and
- d. Recommending steps to prevent similar situation from repeating in the future.

### 4.0 UPDATES AND AMENDMENTS

The Group reserves the right to amend this Policy from time to time.