

Anti-Modern Slavery Policy

1 Purpose

This policy is intended to reiterate the commitment of Hibiscus Petroleum Berhad (“Hibiscus Petroleum” or “the Company”) and its subsidiaries (“Group”) to respecting internationally recognised human rights and labour standards. This includes a commitment to not employ forced, bonded or underage labour and to take all reasonable steps to ensure that there is no form of slavery in our business and supply chain.

This policy covers the Group, and contractors, joint venture partners, or other parties working with the Group.

2 Our Supply Chain

In our areas of geographical focus, the Group relies on international and local suppliers to deliver the products, equipment and services we require for business operations.

This policy complements the Group’s existing Code of Conduct and Ethics (“**Code**”) which has an underlying philosophy that the Board and employees of the Group will abide by all the laws of the jurisdictions in which it has interests in. The Code sets out the minimum standards expected of our directors and employees and provides guidelines aimed at maintaining high ethical standards, legal compliance, responsible corporate behaviour and accountability within the Group.

3 Policies

In addition to the Code, the Group’s Whistle Blower Policy provides the directors and employees of the Group with a safe and secure method of highlighting any known malpractices or wrongdoings.

4 Risk Assessments

We work to continually assess the extent of the risk of instances of modern slavery and human trafficking in our business and to take reasonable steps to ensure that these have no place in our Group and supply chain.

5 Handling of a Reported Allegation

The action taken by the Group in response to any report raised under this policy will depend on the nature of the matter highlighted. The Audit and Risk Management Committee shall receive information on each report and follow-up on actions taken (if any).

6 Investigator

The Internal Auditor shall be the named Investigator unless the Audit and Risk Management Committee assigns / appoints another Investigator. The Investigator must be impartial and independent of all parties concerned.

The Investigator is required to report all matters raised, the status of all pending and on-going investigations, and any action taken or to be taken as a result of the investigations, to the Audit and Risk Management Committee.

7 Inquiries

Initial inquiries will be made to determine whether an investigation is appropriate, and the form that it should take. Some matters may be resolved without the need for investigation.

If an investigation leads the Investigator to conclude that a crime has probably been committed, the results of the investigation shall be reported to the police or other appropriate law enforcement agency / regulatory body.

If an investigation leads the Investigator to conclude that an employee has engaged in conduct that may be in violation of the Group's Code of Conduct and Ethics, the results of the investigation shall be reported to the Managing Director or the Head of Human Capital in accordance with the applicable procedures for conduct and the administration of discipline. Any charges of misconduct brought as a result of an investigation under this policy shall comply with established disciplinary procedures.

8 Training for Staff

We are committed to training our employees on an ongoing basis on our Code and Whistle Blower Policy to ensure that they are aware of the requirements of this policy and our other related policies.

9 Next Steps

We will enhance our efforts to bring to the attention of our suppliers our commitment against Modern Slavery in our business operations.

10 Monitoring and Periodic Review of Policy

This policy is overseen by the Audit and Risk Management Committee to ensure that the policy meets the requirements of the relevant legislations in place, and remains effective for the Group. Where necessary, changes to the policy will be made, subject to the approval of Hibiscus Petroleum's Board of Directors.

Note : Hibiscus Petroleum reserves the right to amend this policy from time to time