

PROTASCO BERHAD

Whistleblowing Policy

Protasco Berhad expects high standard of integrity from all employees. It takes a serious view of any misconduct or wrongdoing of its employees with respect to their obligations for the Group's interests. This Whistleblowing policy is established to help employees and other stakeholders to raise their concerns without fear of retaliation on any known and/or suspected misconduct, wrongdoings, corruption, fraud or any other acts as illustrated below.

This policy is established with the following objectives:-

- 1) To enable the employees to raise any concerns of integrity and misconduct in timely and systematic manner;
- 2) To protect the employees from reprisal or unfair treatment for disclosing concerns in good faith in accordance with the Policy;
- 3) To develop a culture of accountability, integrity and good governance practices within the Company.

Types of Wrongdoing

The act of misconduct including, but not limited to the following:

- Suspected Criminal Offence
- Non-compliance with Regulatory Requirements and internal procedures
- Financial / Professional Misconduct
- Sexual harassment, injury or damages to the staffs or the Company's properties
- Abuse of position or company's asset for personal gain or interest
- Involvement in conflict of interest transactions without appropriate disclosure
- Receiving / Soliciting Graft / Kickbacks

Confidentiality and Protection

The identity of the whistle blower will be kept confidential. Complete protection will be given to whistle blower against any reprisal, threat or intimidation including any action to obstruct the whistle blower's rights to continue performing his duties including making further disclosure. Any party that retaliates against the whistle blower may be subject to disciplinary action. Further to that, the whistle blower is protected under the Malaysian *Whistleblowing Protection Act 2010*.

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Acting in good faith

The Company expects all parties to act in good faith and have reasonable grounds when reporting the wrongdoings. If allegations are proven to be malicious, parties responsible may be subject to appropriate action, up to and including legal action, where applicable.

Reverting to complainant

The Company reserves the right not to inform the whistleblower of the precise action plan and/or the outcome of the investigation as this may infringe a duty of confidentiality owned to someone else.

Whistle-blowing channels

For the above purpose, the following channels should be used:

a) Via email : mdoffice.wb@protasco.com.my

b) In writing to :

the Chairman
Protasco Berhad
2nd Floor, Corporate Block
Unipark Suria, Jalan Ikram-Uniten
43000 Kajang, Selangor.
Tel: 03-8737 5302
Fax : 03- 8734 8992