

Whistleblower Policy

In line with good corporate governance practices, the Board and Management of Central Industrial Corporation Berhad and its group of Companies (“the Group”) encourage its employees to report suspected and/or known misconduct, wrongdoings, corruption and instances of fraud, waste and abuse involving the resources of the Company.

All employees of the Group play an important part in maintaining the highest level of corporate ethics within the Group, and have a professional responsibility to disclose any known malpractices or wrongdoings. The Structure adopted by the Group establishes a clear line of communication and reporting of Disclosures for employees at all levels, and provides alternative lines of communication depending on the person(s) who is/are the subject of such Disclosure.

The Whistleblower Policy applies to all employees of the Group and is designed to enable them to raise concerns internally at a high level, and to disclose information which he reasonably believes shows malpractice or impropriety. The Whistleblower Policy is intended to cover matters which are of public concern and may at least initially be investigated separately, but may then lead to the invocation of other internal procedures, for example disciplinary proceedings. These matters may include, but are not necessarily limited to the following areas:

1. Financial malpractice, impropriety or fraud;
2. Failure to comply with laws or regulations;
3. Dangers to health & safety or the environment;
4. Criminal activity;
5. Improper or unethical conduct or behavior;
6. Non-compliance with Group or Group Company policies and procedures;
7. Sexual harassment; and
8. Attempts to cover-up any of the above matters

Whistleblowers can make the disclosures in writing, by telephone or e-mail address to the Disclosure/Compliance Officer as follows :-

Phone : 019 457 1098 (Dato' Seraja Mahkota Dato' Wira Zainuddin Bin Mahmud)

E-mail : zainuddin@cicb.com.my

Phone : 017 434 4088 (Mr. Kew Sy Leng)

E-mail : slkew@cicb.com.my

The disclosure may be made orally provided that the authorized officer, upon receiving the disclosure made orally shall as soon as it is practicable, reduce it into writing.

Emails to the above address will also be automatically directed to the Managing Director.

As far as reasonably practicable, Disclosures should be made privately and in person to the Disclosure Officer. Whistleblowers can choose to remain anonymous as the company has put in safeguards to protect the identity of the Discloser.

I, (IC No.....) have read and understood the full content of the above and hereby acknowledge acceptance and receipt of CICB CoC/Whistleblower Policy (edition 01032019)

Date:

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