



Boustead

BOUSTEAD WHISTLEBLOWING POLICY

POLICY STATEMENT

Boustead Holdings Berhad is committed towards ensuring the highest standards of integrity, accountability and professionalism in the conduct of its businesses to protect and preserve the Group's interests and reputation. Recognizing the above mentioned values, Boustead Holdings Berhad provides an avenue for all employees to lodge Reports of Improper Conduct within the Group.

OBJECTIVE

This Policy sets out the framework for the disclosure of any Improper Conduct where the Group aims to enhance its accountability in preserving its integrity and to build Group credibility to all stakeholders. The aim of this Policy is to provide a safe and confidential avenue for employees of the Boustead Group as to provide a formal mechanism to address the disclosure in an appropriate and timely manner.

SCOPE OF THIS POLICY

The scope of this Policy covers any acts of Improper Conduct. Matters to which this disclosure may include but is not limited to:

- **Malpractice, impropriety or fraud**
- **Bribery or embezzlement**
- **Failure to comply with legal and regulatory obligations**
- **Failure to comply with health, safety and environment regulations**
- **Abuse of power or criminal breach of trust**
- **Improper conduct of unethical behaviors**
- **Miscarriage of justice**
- **Sexual harassment**

APPLICABILITY

This Policy applies to all employees of Boustead Holdings Berhad and its subsidiaries where relevant.

PROTECTION TO THE WHISTLEBLOWER

All Reports of Improper Conduct and information received shall be treated in confidence to the fullest extent possible to protect the identity of the Whistleblower provided that the disclosure is made in good faith, he/she reasonably believes that the information, any allegations contained in it are substantially true, he/she is not acting for personal gain. In addition, the Whistleblower will be protected against detrimental actions for disclosing Improper Conduct committed within the Group. This Policy is aligned to the principle of the Whistleblower Protection Act 2010 where appropriate.