



## **WHISTLEBLOWING POLICY**

### **1. INTRODUCTION**

Chin Well Holdings Berhad (“The Company”) is committed to the highest standards of integrity and accountability in its corporate affairs and transactions. In compliance with the Whistleblower Protection Act 2010, the Company upholds the principles of ethical business conduct and encourages its Directors, employees, business associates and members of the public to raise and report any corruption activity.

### **2. OBJECTIVES**

The objective of this policy is to provide and facilitate a channel for whistleblower to report genuine concern on possible impropriety of business conduct of the Company, including any breach of the Code of Conduct and Ethics, and to provide protection for the whistleblower.

### **3. SCOPE**

- 3.1 This policy applies to all Directors, employees, and business associates of the Company. This policy also applies to members of the public, where relevant.
- 3.2 This policy is designed to provide instructions for whistleblower to report with information on the following non-exhaustive instances of offences, which includes:
  - a. Misconduct;
  - b. Abuse of power;
  - c. Fraud;
  - d. Theft; and
  - e. Non-compliance with the Company’s Policies and Procedures, e.g. Anti-Bribery and Corruption Policy.

#### **4. REPORTING BY WHISTLEBLOWER**

- 4.1 If an individual has a concern or suspicion, the individual is encouraged to contact the Chairman of the Audit Committee.

The concern or suspicion could be reported in writing, via telephone or email to:

Mr. Ang Seng Oo  
1586, MK11, Lorong Perusahaan Utama 1,  
Bukit Tengah Industrial Park,  
14000 Bukit Mertajam, Penang.  
Telephone : 04-507 5858  
Email : soang10@yahoo.com

- 4.2 Whistleblower is encouraged to provide supporting evidence which may help in substantiating the report, for instance documentary record, audio recording and photo.
- 4.3 The Company ensures that all concerns raised will be treated fairly and properly and will pursue each report to the extent the information and evidence provided allows for.
- 4.4 The whistleblower has the right to know the person in charge of the investigation, the processes of the investigation and will be notified of the outcome of his or her report when the investigation is completed.

#### **5. PROTECTION TO WHISTLEBLOWER**

- 5.1 It is a principle of the Company to allow all whistleblowers to retain their anonymity unless they agree otherwise.
- 5.2 The whistleblower will not be to subject to any kind of harassment, victimisation and reprisal unless the report is false or raised with malicious intent.

#### **6. HANDLING OF WHISTLEBLOWING**

- 6.1 All reports received will be directed to the relevant department that is best to manage and to carry out the prompt investigation and resolution.

- 6.2 The Company may, with its discretion, refer the report to the appropriate regulatory authority.
- 6.3 The alleged person may be informed of the allegations and be provided an opportunity to reply to such allegation, depending on the nature of the report.

## **7. REVIEW OF POLICY**

- 7.1 The Group will review this Policy annually and modify it if necessary, to maintain its relevance and effectiveness in accordance to the applicable laws and regulations.