

# **Whistle Blowing Policy**

## **Objective of this Policy**

The organisation is committed to the highest possible standards of openness, integrity and accountability. In line with this commitment, this policy provides an avenue for all employees of Ta Win Holdings Berhad Group and members of the public to come forward and voice their concerns.

## **Policy Application**

This policy is applicable to all employees of Ta Win Holdings Berhad and its subsidiaries, as well as to stakeholders and members of the public, where relevant.

## **Scope of the Policy**

This policy provides a specific means by which employees, shareholders or members of the public can report or disclose through established channels, any improper conduct such as:

1. unethical behaviour
2. malpractices
3. fraud and corruption
4. abuse of power
5. conflict of interest
6. illegal acts
7. failure to comply with any regulatory requirements
8. damage to environment
9. misuse of company' property or funds

The above list is not exhaustive and includes any misconduct mentioned in the organisation's Code of Conducts & Ethics Policy.

## **Protection to Whistle Blower**

All whistle blowers are encouraged to report genuine concerns without fear of reprisal should they act in good faith when reporting such concerns. He/She will be accorded with protection of confidentiality of identity, to an extent practicable, if he/she wish to remain anonymous. An employee who whistleblows internally shall be protected against any harassments or retaliations in any forms or manners and the organisation views such actions as gross misconduct and may lead to dismissal, if proven. Any report made must be done in good faith with a reasonable belief that the information and any allegation in it

are substantially true, and are not made to seek for any personal gains or for malicious purposes.

### **Procedure in Making a Disclosure**

It is advisable that any concern shall be raised with the immediate superior. However, if it is believed that it is not possible, then the concern should be reported to Managing Director which is as follow:

Attention : Managing Director  
Name : Chen, Hung-Lin  
Email : [hunglin1975@yahoo.com.tw](mailto:hunglin1975@yahoo.com.tw)  
Telephone : 06-5564784/5/6 ext 102  
Ta Win Holdings Berhad  
Lot 63-68 Alor Gajah Industrial Estate  
78000 Melaka  
Mail : Mark 'Strictly Confidential'

In the case where reporting to management is not possible, the concern should be addressed to the following:

Attention : Chairman of Audit Committee  
Name : Mohd Khasan Bin Ahmad  
Email : [khasan@spm.com.my](mailto:khasan@spm.com.my)  
Ta Win Holdings Berhad  
Lot 63-68 Alor Gajah Industrial Estate  
78000 Melaka  
Mail : Mark 'Strictly Confidential'

### **Action**

Any reports received shall be investigated promptly by the investigating officer. The matters and the results of the investigation shall be reported to the Audit Committee from time to time as it progresses.

### **Revision**

This policy shall be reviewed for its relevancy annually.