


Document No.: OACP/CBIP/01/0225		Revision No: 0	
Title	Whistleblowing Policy		

WHISTLEBLOWER POLICY

1. PURPOSE

The purpose of this Policy is to provide a platform for internal and external parties working and/or dealing with CB Industrial Product Holding Berhad (CBIP) to report any improper conducts that are against CBIP policies and procedures, industry regulations, and legal requirements in a secure and confidential manner.

2. SCOPE

2.1. This Policy covers all reports made by the following parties (the person who reports shall be referred to as “Whistleblower”) against any CBIP employee and its subsidiaries including Board of Directors that has committed improper conduct:

- a. Board of Directors
- b. All employees of CBIP its subsidiaries;
- c. Contractors and sub-contractors;
- d. Consultants;
- e. Customers;
- f. Suppliers; and
- g. Clients/stakeholders and general public.


2.2. This Policy is not intended to cover the following:

- a. Non-corruption related; and
- b. Personal grievances.

3. IMPROPER CONDUCTS

3.1. This Policy covers potential and/or actual improper conducts in relation to the management and operation of CBIP, which may include but not limited to:

- a. Bribery;
- b. Fraud;
- c. Abuse of power;
- d. False claim;
- e. Forgery of official records or information
- f. Conflict of interest;
- g. Criminal offence;
- h. Misuse of CBIP property.

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4. LODGING A REPORT OF IMPROPER CONDUCTS

4.1. The Whistleblower can lodge a report to the Chairman of Audit and Risk Management Committee, in a strictly confidential manner:

- ❖ Email to: robert.leepoikeong@cbip.com.my
or
- ❖ Mail to: *Lot 4, Jalan Waja 15, Kawasan Perusahaan Teluk Panglima Garang, 42500 Teluk Panglima Garang (Attention to Chairman of Audit and Risk Management Committee). The sender may decide to remain anonymous.*

5. PROTECTION FOR THE WHISTLEBLOWER

- 5.1. Under this Policy and pursuant to the Whistleblowing Protection Act 2010, a Whistleblower who lodges a report in good faith to the above authorised channel is protected against being victimised by CBIP. Anyone who retaliates against the Whistleblower will be subject to disciplinary action.
- 5.2. The identity of the Whistleblower, if known, shall remain confidential to Internal Audit Department unless any law enforcement agency requires the information for further investigation.
- 5.3. The protection will be revoked if it is proven that the report is lodged not in good faith and the Whistleblower is an individual involved in the reported improper conduct.