



MUAR BAN LEE GROUP BERHAD

(Company No. 753588-P)

(Incorporated in Malaysia under the Companies Act, 1965)

WHISTLE BLOWING POLICY

(A) OVERVIEW

The Board of Directors ("the Board") and Management of Muar Ban Lee Group Berhad ("MBL" or "the Company") together with its subsidiaries ("the Group" or "MBL Group") are committed to adhering to the best practice in corporate governance and observing the highest standards of integrity and behaviour in all activities conducted by MBL Group, including the interaction with its customers, suppliers, shareholders, employees and business partners, and within the community and environment in which the Group operates.

This policy is to provide an avenue for all employees of the Group and members of the public to disclose any improper conduct in accordance with the procedures as provided for under this policy and to provide protection for employees and members of the public who report such allegations.

This Policy is intended to enable those who become aware of wrongdoing in MBL Group affecting some other person or service, to report their concerns at the earliest opportunity so that they can be properly investigated. These might relate to:

- corruption, bribery or blackmail
- possible fraud
- theft
- conflict of interest
- racial, sexual, disability or other discrimination
- health and safety of any individual
- miscarriage of justice
- abuse of power
- damage to the environment
- unauthorised use of MBL Group's property and fund
- other unethical conduct

(B) WHISTLE BLOWING

1. Whistle Blowing is a specific means by which a worker or stakeholder can report or disclose through established channels, concerns about unethical behaviour, malpractices, illegal acts or failure to comply with regulatory requirements that is taking place / has taken place / may take place in the future.



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2. Only genuine concerns should be reported under Whistle Blowing procedures. This report should be made in good faith with a reasonable belief that the information and any allegation in it are substantially true, and the report is not made for personal gain. Malicious and false allegations will be viewed seriously and treated as a gross misconduct and if proven may lead to dismissal.

(C) PROCEDURE FOR REPORTING

This procedure will depend on the seriousness and sensitivity of the issues involved and who is suspected of the wrongdoing. A whistle blower should normally raise concerns with:

- Departmental Manager
- Group Human Resource Department
- Chief Executive Officer/ Group Managing Director

(D) ACTION TO BE TAKEN

The Company will response to any allegation raised as quickly as possible. In order to be fair to all employees, including those who may be wrongly or mistakenly accused, initial enquiries will be made to decide whether an investigation is appropriate and, if so, what form it should take.

The investigation may need to be carried out under terms of strict confidentiality, where appropriate, the matters raised may be investigated by management, through the disciplinary/grievance process, referred to the external auditor or external regulatory authorities.

The Company will assure that an allegation has been properly addressed. Unless there are any legal reasons why this cannot be done, the whistleblower will be kept informed of the outcome of the investigation.



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If for any reason, the person making the report is not satisfied with the way his report had been dealt with, he can escalate his report to the Chairman of Audit Committee. Channel of reporting to the Chairman of Audit Committee are:

Attention : Mr Teh Eng Aun
Designation : Audit Committee Chairman
Address : Muar Ban Lee Group Berhad
No. JR52, Lot 1818, Jalan Raja,
Kawasan Perindustrian Bukit Pasir,
84300 Muar, Johor Darul Takzim.

Chairman of Audit Committee will deliberate the report with his Committee members and decide on the appropriate course of action.

The policy will be reviewed and amended from time to time to be in accordance with the Company's structure and to maintain its compliance with applicable laws and regulations.