

KNUSFORD BERHAD

(Incorporated in Malaysia – Co. No. : 3800100-D)

WHISTLEBLOWER PROTECTION POLICY

KNUSFORD is committed to uphold accountability and transparency in the business affairs of the company in tandem with its Core Values, Code of Conduct and Corporate Governance.

In this respect, KNUSFORD encourages the disclosure of improper conduct while at the same time protecting the Whistleblowers from any form of unfair and adverse action against them.

Therefore, KNUSFORD has in place a Whistleblower Protection Policy to set up the procedures for making disclosure of improper conduct and the protection accorded to them.

Improper Conduct

Improper Conduct is an act or omission in breach of KNUSFORD's Code of Conduct and/or a criminal offence under the relevant laws which may include, but not limited to:

- a) criminal offences, unlawful acts, fraud, corruption, bribery or blackmail;
- b) intentionally failing or omitting to adhere to legal and regulatory obligations;
- c) abuse or misuse of funds or assets;
- d) any act or omission creating danger to the health and safety of employees, the public or the environment; or
- e) precarious work practices.

Reporting

In the case of disclosure of improper conduct by Managers, Officers or Employees in Supervisory Role, reports can be made directly to the **Chairman, Audit and Risk Management Committee**.

In the case of disclosure of employment related concerns, reports can be made directly to the **Managing Director** or in his absence to the **Head, Human Resource Department**.

Disclosure can be made via telephone, email @ wpp@knusford.com addressed to the abovementioned recipients.