

FoundPac Group Berhad
(Company Registration No.: 201501040628 (1165946-H))
(Incorporated In Malaysia)

Whistle-Blowing Policy

Policy Statement

FoundPac Group Berhad (“FPG”) is committed to ensure high standards of corporate governance, business integrity and accountability in conduct of its business and operations.

The Whistle-Blowing Policy (“WBP”) is applicable to FoundPac Group Berhad and all subsidiary companies (“FPG Group”).

Objective and Scope

This WBP:-

- Facilitates directors, officers or employees of FPG alert/disclose a bona fide complaint or report/raise a genuine concern or allegation to a senior or independent member of the management upon discovery of possible improper conduct.
- Facilitates any vendor, partner, associate or any individual in the performance of their assignment or conducting the business for or on behalf of FPG Group.
- Provides protection to the individual who makes the allegation or reports the misconduct.

Protection

This WBP is designed to offer protection to those who make an allegation, to the extent reasonably practicable, provided the allegation is made in good faith.

Any individual who knows of, or suspects, a violation of this WBP, is encouraged to whistle blow or report the concerns through the mechanism set out under this WBP.

No individual will be discriminated against or suffer any sort or manner of retaliation for raising genuine concerns or reporting in good faith on violations or suspected violations of this WBP. All reports will be treated confidentially.

FPG, however, does not extend this assurance to an individual who maliciously raises a matter he/she knows is untrue. If an individual makes malicious allegations, disciplinary action may be taken against the individual.

Confidentiality

FPG wishes to assure the safety and confidentiality of the whistle-blower, and therefore undertakes to treat all allegations in a confidential and sensitive manner. A report of the allegation will only be disclosed to those individuals who have a need to know in order to properly carry out an investigation of the allegation.

All concerns raised will be treated fairly, properly and confidentially.

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Procedure in making a disclosure

Any report / disclosure should be directed to the immediate supervisor. If for any reason, it is believed that this is not possible or appropriate, and then the report / disclosure should be directed to Chief Executive Officer (CEO), Dato' Ong Choon Heng, ongch@foundpac.com.

In the case where reporting to management is not possible or appropriate, and then the report / disclosure should be directed to the Chairman of Audit Committee, feedback@foundpac.com

The Chairman of Audit Committee and CEO will deliberate the report with his / her committee members and decide on the appropriate course of action.

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For reporting of case, the following information must be available:-

- Background of the individual initiating the allegation
- Date(s), details and reasons why the individual is concerned about the conduct

Any anonymous disclosure will not be entertained. However, FPG reserves its right to investigate into any anonymous disclosure.

Where relevant, the individual may be requested to submit evidences and documents. Any meeting arranged will be conducted discreetly and if necessary, off-site or out of the office premises.