



# **Innoprise Plantations Berhad**

## **WHISTLE BLOWING POLICY**

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### Introduction

Innoprise Plantations Berhad Group (the Group) is committed in maintaining the highest standards of honesty, openness and accountability in the conduct of business.

### Scope

The Whistle Blowing Policy applies to all directors, employees and external parties and is encouraged to disclose any wrongdoing that may adversely impact the Group.

### Types of Improper Conduct

The lists of Improper Conduct include, but are not limited to:

- 1) Fraud, corruption, bribery or other malpractice which could lead to a financial loss to the Group.
- 2) Criminal offences.
- 3) Failure of comply with legal obligations.
- 4) Breaches relating to the accuracy or integrity of the Group's financial statements.
- 5) Abuse of power and position.
- 6) Endangerment to the health and safety of any individual.
- 7) Non-compliance with the Group policy or breach of internal control.
- 8) Any other detrimental improper conduct which nature of the wrongdoing is subject to absolute discretion of the Committee.

This list is not exhaustive.

### Communication Channel

Disclosure of information should be made by the whistleblower to one or more of the following person in writing, by telephone or e-mail and should be addressed to:

Datuk Jaswant Singh Kler  
(Chairman, Independent Non-Executive Director)

Innoprise Plantations Berhad  
2<sup>nd</sup> Floor, Bangunan TSH  
TB9, KM7, Apas Road  
91009 Tawau  
Sabah

Tel. No: 089-712 868  
Fax No: 089- 713 280  
E-mail: agricek@yahoo.com

Datuk Hj. Majin Hj. Ajing  
(Independent Non-Executive Director)

Innoprise Plantations Berhad  
6<sup>th</sup> Floor, Menara Tun Mustapha,  
Likas Bay, 88800,  
Kota Kinabalu,  
Sabah

Tel. No: 088-326 413  
Fax No: 088-432 104  
E-mail: majin1949@gmail.com

The whistleblower may disclose the following information:

- 1) Name
- 2) Contact details
- 3) Incident (description, date, time and location)
- 4) Name of alleged person
- 5) Provide evidence to support the claim

#### **Confidentiality**

Reports or disclosure will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

#### **Protection of Whistleblower**

The whistleblower identity shall not be disclosed and will be protected under the Whistleblower Protection Act 2010.

#### **Acting in Good Faith**

Anyone filing a complaint must be acting in good faith, accurate and have reasonable ground to believe that the information disclosed indicates a wrongdoing. Any allegations which prove to have been made knowingly to be false will be viewed as a serious disciplinary offense.