

**PLB ENGINEERING BERHAD**  
**(CO. NO.: 418224-X)**

**WHISTLEBLOWING POLICY**

PLB Engineering Berhad (“PLB” or the “Company”) and its subsidiaries (collectively referred to as the “Group”) conducts its operations in a fair, transparent and responsible manner, in compliance with all laws and regulations and by adopting the highest standards of professionalism, honesty, integrity and ethics.

In this regard, the Group is committed to developing a culture of openness and honesty where a person who is aware of a potential malpractice or misconduct is encouraged to report such matters, in good faith, without fear of reprisal.

The Group has in place a Whistleblowing Policy that sets out the channels and procedures for reporting improper conduct involving the employees of the Group and the protection accorded to Whistleblowers.

**Improper Conduct**

An improper conduct is any act or omission, which if proven, will constitute an act of misconduct pursuant to PLB’s Code of Business Ethics and/or a criminal offence under the relevant law in force and may include any of the following:

- i. Criminal offence or unlawful act such as fraud, corruption/bribery, theft, embezzlement and blackmail;
- ii. Forgery or alteration of any document or account belonging to companies within the Group;
- iii. Forgery or alteration of a cheque, bank draft, or any other financial document;
- iv. Misappropriation of company’s funds, securities, supplies, or other assets;
- v. Impropriety in the handling or reporting of money or financial transactions;
- vi. Profiteering as a result of insider knowledge of the Group’s activities;
- vii. Conduct which is an offence or a breach of law;
- viii. Financial malpractice;
- ix. Breach of the Group’s Code of Business Ethics;
- x. Abuse of power and position for personal gain;
- xi. Any act that poses danger to health and safety;
- xii. Any act that causes damage to environment; and
- xiii. Concealment of any of the above.

**Reporting an Improper Conduct**

If you are aware of an improper conduct being committed by an employee of the PLB Group, you may make a disclosure by email to [info@plbgroup.com.my](mailto:info@plbgroup.com.my)

A Whistleblower would need to reveal his/her identity when making a report. Anonymous disclosures will not be entertained.

**Protection of Whistleblower**

The Group undertakes to protect the personal information of the whistleblower under the provisions of the Personal Data Protection Act 2010.

Where the Whistleblower is an employee of the Group and the disclosure is made in good faith, the employee will be protected from harassment, discrimination or victimization.