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INDUSTRONICS BERHAD

(Co. No.197501001969 [23699-X])

WHISTLEBLOWING POLICY

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Abbreviations

BOD	-	Board of Directors
IB Group / Group	-	IB and its Subsidiary Companies
IB	-	Industronics Berhad

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1. **Introductions and Definitions**

   The following Whistleblowing Policy applies to all employees, and stakeholders of Industronics Berhad ("IB" or "the Company") and its subsidiaries ("IB Group"), referred to as "members".

   A Whistleblowing policy is a set of guidelines and procedures established by an organization to encourage employees and stakeholders to report concerns, illegal activities, unethical behavior, or wrongdoing within the company. Such a policy is essential for maintaining transparency, ethics, and compliance within an organization.

2. **Policy:**

   At Industronics Berhad, we are committed to maintaining the highest ethical standards, integrity, and transparency in all our operations. We value the input and concerns of our employees and we encourage the reporting of any misconduct, illegal activities, or unethical behavior within the organization.

3. **Objective:**

   This Whistleblowing Policy is established to:
   - Provide a safe and confidential mechanism for individuals to report concerns.
   - Protect whistleblowers from retaliation.
   - Investigate and address reported concerns promptly and appropriately.
   - Promote a culture of honesty and accountability within our organization.

4. **Scope:**

   This policy applies to all employees. It covers concerns related to:
   - Financial misconduct or fraud.
   - Violations of laws and regulations.
   - Ethics violations.
   - Health and safety hazards.
   - Discrimination or harassment.
   - Environmental violations.
   - Any other serious concerns affecting the organization's integrity.

5. **Reporting Procedure:**

   a) Concerned individuals may report their concerns using one of the following methods:
      i. Report directly to their immediate supervisor or manager.
      ii. Contact the designated Whistleblowing Officer at hr@industronics.com.my
   b) Reports should provide as much detail as possible, including the nature of the concern, the individuals involved, the date, and any supporting evidence.

6. **Confidentiality:**

   Reports will be treated with the utmost confidentiality to the extent allowed by law. Only those involved in the investigation process will have access to the information provided.

7. Non-Retaliation:

Industronics Berhad prohibits retaliation against individuals who report concerns in good faith. Any retaliation against whistleblowers will be subject to disciplinary action, including potential termination of employment or contract.

8. Investigation Process:

- The Whistleblowing Officer or an appointed investigator will conduct a thorough and impartial investigation.
- The investigation will be completed within a reasonable timeframe, and the outcome will be communicated to the whistleblower, to the extent allowed by law.

9. Anonymous Reporting:

Individuals may choose to report concerns anonymously. However, anonymous reports may limit the ability to conduct a comprehensive investigation.

10. Protection from False Reporting:

Industronics Berhad encourages reporting in good faith. False reporting, malicious intent, or abuse of this policy may result in disciplinary action.

11. Review and Update:

This policy will be reviewed regularly to ensure its effectiveness and compliance with applicable laws and regulations.

12. Contact Information:

For inquiries or to report concerns, please contact the Whistleblowing Officer at hr@industronics.com.my

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