



## Whistle Blowing Policy

### Policy Statement

- a. Integrated Logistics Berhad ('ILB') is committed to achieving and maintaining high standards of behavior at work.
- b. All employees and stakeholders are encouraged to report in good faith genuine concerns about unethical behavior, malpractices, illegal acts or failure to comply with regulatory requirements without fear of reprisal.
- c. ILB views any harassments or retaliations in any form or manner against genuine whistle blowers seriously and will treat such action as gross misconduct, which may lead to dismissal.

### 2. Whistle Blowing

- a. Whistle Blowing is a specific means by which a worker or stakeholder can report or disclose through established channels, concerns about unethical behavior, malpractices, illegal acts or failure to comply with regulatory requirements.
- b. Only genuine concerns should be reported under Whistle Blowing procedures. This report should be made in good faith with a reasonable belief that the information and any allegation in it are substantially true, and the report is not made for personal gain. Malicious and false allegations will be viewed seriously and treated as a gross misconduct.

### 3. Procedures

- a. Any concern Should be raised with the immediate superior. If for any reason, it is believed that this is not possible or appropriate, then the concern should be reported to the Group Chief Executive Officer ('Group CEO'). The reporting Channel to the Group CEO is set out below :

Name : Tee Tuan Sem  
Email : semtee@googlemail.com  
Telephone : +603-5631 7377  
Mail : **Mark Strictly Confidential**  
Integrated Logistics Berhad  
Indera Subang, Jalan USJ 6/2L  
47610 UEP Subang Jaya  
Selangor Darul Ehsan, Malaysia  
Attention: Group CEO

- b. In cases where reporting to management is a concern, then the reports should be made to the Chairman of the Audit & Risk Management Committee. The Channel of reporting is set out below :

Name : Soh Eng Hooi

Email : [enghooisoh@gmail.com](mailto:enghooisoh@gmail.com)

Telephone : +603-5614 2555

Mail : *Mark* **Strictly Confidential**

Integrated Logistics Berhad  
No. 6, Jalan Sungai Buloh 27/101A  
Seksyen 27, 40400 Shah Alam  
Selangor Darul Ehsan, Malaysia

Attention : Chairman – Audit & Risk Management Committee

#### **4. Action**

- a. All reports will be investigated promptly by the person receiving the report. If required, he can obtain assistance from the Chief Risk Officer. The progress of investigation will be reported to the ARMC latest by the next scheduled meeting.
- b. Reports received anonymously will be treated as confidential.
- c. Anonymity will be maintained as long as it is permitted by law, unless the person making the report indicates that he no longer wishes to remain anonymous.
- d. Upon completion of the investigation, appropriate course of action will be recommended to the ARMC. Decisions taken by the ARMC will be implemented soonest possible.
- e. Steps will also be implemented to prevent a similar situation from arising in future.

## 5. Further action

- a. If for any reason, the person making the report is not satisfied with the way his report had been dealt with, he can send his report to the Chairman of the ARMC. The Channel of reporting to the ARMC is set out below :

Name : Soh Eng Hooi

Email : enghooisoh@gmail.com

Telephone : +603-5614 2555

Mail : *Mark* **Strictly Confidential**

Integrated Logistics Berhad  
No. 6, Jalan Sungai Buloh 27/101A  
Seksyen 27, 40400 Shah Alam  
Selangor Darul Ehsan, Malaysia

Attention : Chairman - Audit & Risk Management Committee

- b. The Chairman of the ARMC will deliberate on the report with his Committee members and decide on the appropriate course of action.