



CENSOF HOLDINGS BERHAD
[Registration No. 200801026945 (828269-A)]

WHISTLE BLOWING POLICY

1. OBJECTIVE OF THIS POLICY

The Company is committed to the highest possible standards of openness, integrity and accountability. In line with this commitment, this policy provides an avenue for all employees of Censof Holdings Berhad (“**the Company**”) and its subsidiaries (collectively referred to as the “**Group**”) and members of the public to come forward and voice their concerns.

2. POLICY APPLICATION

This policy is applicable to all employees of the Company and Group, as well as to stakeholders and member of the public, where relevant.

3. SCOPE OF THE POLICY

This policy provides a specific means by which employees, shareholders or members of the public can report or disclose through established channels, any improper conduct such as:

- (a) Unethical behavior
- (b) Malpractices
- (c) Fraud and corruption
- (d) Abuse of power
- (e) Conflict of interest
- (f) Illegal acts
- (g) Failure to comply with any regulatory requirements
- (h) Damage to environment
- (i) Misuse of company’ property or funds
- (j) The breach of a legal obligation (including negligence, criminal activity, breach of contract and breach of law).
- (k) The miscarriage of justice,
- (l) The danger to health and safety; or to the environment; and
- (m) To cover-up of any of the above in the workplace.

The above list is not exhaustive and includes any misconduct mentioned in the organisation’s Code of Ethics and Code of Conduct.

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 no made for personal gain. Malicious and false allegations will be viewed seriously and treated as a gross misconducted and if proven may lead to dismissal.

3. PROTECTION TO WHISTLE BLOWER

All whistle blowers are encouraged to report genuine concerns without fear of reprisal should they act in good faith when reporting such concerns. He/She will be accorded with protection of confidentiality of identity, to any extent practicable if he/she wish to remain anonymous. An employee who whistleblows internally shall be protected against any harassments or retaliations in any forms or manners and the organisation views such actions as gross misconduct and may lead to dismissal, if proven. Any report made must be done in good faith with a reasonable belief that the information and any allegation in it are substantially true, and are not made to seek for any personal gains or for malicious purposes.

4. PROCEDURE IN MAKING A DISCLOSURE

It is advisable that any concern shall be raised with the immediate superior. However, if it is believed that it is not possible, then the concern should be reported to whistleblowing@censof.com

5. ACTION

Any reports received shall be investigated promptly by the person receiving the report. If required, he can obtain assistance from other resources within the Group (e.g. Internal Audit, Accounts & Finance Department, Human Resource Department, etc.) and external resources (e.g. legal and other professional advisory, etc.) The matters and the results of the investigation shall be reported to the Audit Committee from time to time as it progresses.

Upon completion of investigation, appropriate course of action will be recommended to the Audit Committee for their deliberation. Decision taken by the Audit Committee will be implemented immediately. Where possible, steps will also be implemented to prevent similar situation arising.

6. REVIEW

This Whistleblowing Policy should be reviewed annually by the AC.

Any revision or amendment to this Whistleblowing Policy, as proposed by the Committee or any third party, shall first be presented to the Board for its approval. Upon the Board's approval, the said revision or amendment shall form part of this Whistleblowing Policy and this Whistleblowing Policy shall be considered duly revised or amended.

The Whistleblowing Policy should be disclosed on the Company's website.