



## **WHISTLEBLOWING POLICY**

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## **1. Introduction**

TA Enterprise Berhad (the Company) and its subsidiaries ("TA Group") are committed to a high level of ethical standards and integrity in conducting its business and we encourage ethical conduct as part of our corporate culture with emphasis on sincerity, transparency and fairness. This serves to enhance the trust and confidence in the business operations and performance.

## **2. Purpose**

This policy provides a channel of reporting for all employees, vendors, contractors, agents who are associated with TA to report, without fear, any instance of actual or suspected improper conduct or wrongdoing which could adversely affect TA's image, reputation, business operations or compliance with laws/regulations. TA Group has zero tolerance for corruption which would lead to improve the performance of TA Group.

## **3. Scope**

The scope of the policy covers disclosure on any matters that are not in the interests of TA and includes the reporting of the following types of improper conduct or wrongdoing:

- Unauthorised disclosure of proprietary information;
- Unauthorised access and modification of data files;
- Misappropriation or theft of funds, supplies or other assets ;
- Falsification or destruction of company records;
- Improper conduct detrimental to company reputation;
- Concealing breach of policies or regulations;
- Receiving kickbacks;
- Offering bribes;
- Fraud and malpractice;
- Abuse of power and/or position; and
- Illegal or criminal acts.

This policy does not cover issues relating to employee grievances or complaints which is dealt with separately by the Human Resource Department.

## **4. Whistleblower Protection**

The Company will not take detrimental action against the whistleblower or any person related to or associated with the whistleblower in reprisal for reporting improper conduct or wrongdoing.

The Company shall revoke the whistleblower protection if it is of the opinion based on the investigation that the whistleblower had knowingly made a false, frivolous or malicious disclosure that is not in good faith.

## **5. Confidentiality**

The identity of the whistleblower will be kept confidential, unless so required under the provisions of the law. All information disclosed during the course of the investigation will remain confidential. Information will only be disclosed on a need-to-know basis and with permission from the Audit and Risk Committee, as necessary to take any remedial action.

## 6. Anonymous Disclosure

Anonymous disclosure will be accepted and investigated. The whistleblower is encouraged to provide as much facts and details as possible so that it would not be difficult to follow-up on the information provided and complete the investigation.

## 7. Rewards

The Company where it deems fit and appropriate may reward the whistleblower (provided their identity is furnished) for any disclosure which leads to the detection of cases on improper conduct or wrongdoing.

## 8. Reporting Procedure

The matter reported should be factual and not speculative and with as much specific details as possible, to enable the investigation to be carried out satisfactorily.

The whistleblower can make the disclosure to all or any one of the persons on the panel listed below, via a personal confidential meeting or reporting via telephone, post, email or online dropbox:

- Executive Chairman;
- Managing Director & Chief Executive Officer (MD & CEO); and/or
- Chairman of Audit and Risk Committee.

The report should be securely sealed in an envelope if sent via post and marked "Strictly Confidential".

### **Post:**

Executive Chairman / MD & CEO  
TA Enterprise Berhad  
34th Floor, Menara TA One  
22, Jalan P. Ramlee  
50250 Kuala Lumpur

### **Telephone:**

+603-20721277

### **Email:**

[whistle@ta.com.my](mailto:whistle@ta.com.my)

## 9. Investigation

The investigation shall be carried out by the Internal Audit Department or other designated independent supervisory function as directed by the Audit and Risk Committee. All investigations shall be tabled to the Audit and Risk Committee for their review. The Audit and Risk Committee shall update the Board of Directors on reports that require their attention and approval. The whistleblower (provided their identity is furnished) shall be informed of the outcome of the investigation.