

WHISTLE BLOWING

1. 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 that is taking place / has taken place / may take place in the future.
- 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 and if proven may lead to dismissal.

2. Procedures

- a. Any concern should be raised with immediate superior. If for any reason, it is believed that this is not possible or appropriate, then the concern should be reported to Executive Director. Channel of reporting to Executive Director are:

Name: Law Kok Lim
Email: collin@wegmansfurniture.com

- b. In the case where reporting to management is a concern, then the report should be made to the Chairperson of Audit Committee. Channel of reporting to the Chairperson of Audit Committee are:

Name: Faam Chang Pooh
Email: cp.faam@scln.com.my

3. Action

- a. All reports will be investigated promptly by the person receiving the report. If required, he can obtain assistance from other resources within the Group (e.g. Group Internal Audit and Group Human Resource Department etc.). The progress of investigation will be reported to the Audit Committee no later than at the next scheduled meeting.
- b. Reports received anonymously will be treated as confidential.
- c. The person making anonymous report will be advised that maintaining anonymity may hinder an investigation. Irrespective of this, anonymity will be maintained as long as it's permitted by law or the person making the report indicates that he no longer wishes to remain anonymous.
- d. 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.
- e. Where possible, steps will also be implemented to prevent similar situation arising.

WEGMANS HOLDINGS BERHAD
(Company No.:1219319-D)

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4. 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 escalate his report to the Chairperson of Audit Committee. Channel of reporting to the Chairperson of Audit Committee are:

Name: Faam Chang Pooh

Email: cp.faam@scln.com.my

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

5. Investigation Period

- a. All investigations will be conducted in a fair, independent and timely manner and all reasonable efforts will be made to preserve confidentiality during the investigation. Where possible, you will be provided with feedback on the progress and expected timeframes of the investigation.
- b. All findings will be documented in a report however any report will remain the property of the Company and will only be shared with you or any person against whom the allegations have been made if the Company deems it appropriate.

6. Whistleblower Protection

- a. The Company commits to ensure that all disclosed information, including the identity of the whistleblower shall be treated with strict confidentiality. All personnel, directly or indirectly working relative to a whistleblowing case, shall strictly protect the identity of the whistleblower and witnesses from unauthorized disclosure before, during and after an investigation.
- b. The Company is also committed to protect the whistleblower from all acts of retaliation including but not limited to below arising from making the disclosure in good faith.:

Termination of employment;
Injury to employment including demotion, disciplinary action;
Alternation of position or duties;
Discrimination;
Harassment, bullying or intimidation;
Victimisation;
Harm or injury including psychological harm;
Damage to a person's property;
Damage to a person's reputation;
Damage to a person's business or financial position; or
Any other damage to a person.

- c. There may be certain circumstances where the identity of the whistleblower may need to be revealed on a need-to-know basis (e.g. requirement to testify in court). If such a situation arises, the Group shall discuss and seek consent with the whistleblower first before proceeding with the case.
- d. The protection will be removed if it is found that the whistleblower was also involved in the improper conduct, or if the whistleblower is found to have made the disclosures in bad faith.