



Poly Glass Fibre (M) Bhd

Whistle Blowing Policy

Introduction

- All employees are encouraged to raise genuine concerns about possible improprieties in matters of financial reporting, compliance and other malpractices at the earliest opportunity, and in an appropriate way.
- This policy is created to ensure that employees can raise concerns without the fear of reprisals and is applicable to Poly Glass Fibre (M) Bhd and all its subsidiaries (“PGF”).

Policy

- Whistle Blowing is a specific means by which a worker or stakeholder can report or disclose through established channels, concerns about unethical behaviour, malpractices, illegal acts or failure to comply with regulatory requirements that is taking place / has taken place / may take place in the future;
- PGF views any harassments or retaliations in any form or manner against genuine whistle blower seriously and will treat such action as gross misconduct, which if proven, may lead to dismissal.
- 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.
- Whistleblower has the right to know the person in charge for the investigation, the processes for the investigation and the outcome of the investigation.

Procedures

- 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 Chairman. Channel of reporting to Chairman is:

Name : Fong Wern Sheng
Email : wernsheng@polyglass.com.my
Telephone : +604 390 8460
Mail : Mark Strictly Confidential
Poly Glass Fibre (M) Bhd
2449, Lorong Perusahaan Sepuluh,
Kawasan Perusahaan Perai,

13600 Perai, Penang, Malaysia.

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

Name : Mr Sia Taik Hian
Email : th_sia@live.com
Telephone : +60124818298
Mail : Mark Strictly Confidential
Enet Corporate Services Sdn Bhd
Suite 12A, Level 12, Menara Northam
No. 55 Jln Sultan Ahmad Shah
10050 Georgetown
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