

## **WHISTLEBLOWING POLICY**

BLD Plantation Bhd. and its subsidiaries (“**BLDP Group**” or “**the Group**”) is committed to upholding integrity, accountability and transparency in the conduct of its business functions by embracing good corporate governance practices.

### Objective

The Whistleblowing Policy is formulated to allow BLDP Group’s employees, stakeholders or members of the public to disclose any suspected or actual improper conduct that is observed within the Group. The transparent and fair mechanism is provided to encourage genuine concerns to be raised at the earliest opportunity as practicable in a responsible and appropriate manner.

### Improper conduct

Improper conduct refers to illegal act, malpractice, wrongdoing, irregularity or other forms of unethical conduct including but not limited to the following:

1. Fraud, bribery, corruption, malpractice
2. Misappropriation of the Group’s assets or funds
3. Behavioural misconduct
4. Non-compliance with the Group’s procedures or policies
5. Breach of regulatory requirements
6. Abuse of power or authority and discrimination

### Protection to Whistleblower

A whistleblower shall be protected under the Whistleblowing Protection Act 2010 against any adverse and detrimental actions for reporting any improper conduct and is given assurance that his/her identity will be treated as confidential and anonymous, unless otherwise required by law or authority. The Group strictly prohibits retaliation against those who report information or raise concerns in good faith under this Policy.

### Acting in Good Faith

All whistleblowing disclosures have to be made in good faith with a reasonable ground of assurance that the information is true and not for personal benefit or interest. Malicious or defamatory allegations will result in disciplinary action, up to and including legal action, where appropriate, to be taken against the whistleblower.

### Whistleblowing Reporting Channels

A disclosure can be made in writing via mail or email by filling in the “**Whistleblowing Report Form**” as provided in the Appendix of this document and is addressed to Chairman of the Audit Committee, Human Resource Manager or the Company Secretary as follows:-

BLD Plantation Bhd. (562199-A)

Registered office address: BLD Plantation Bhd.  
Level 6, Crown Towers  
88, Jalan Pending  
93450 Kuching  
Sarawak, Malaysia  
*(Please mark "Strictly Confidential".)*

Email Address: [bldpb@bldpb.com.my](mailto:bldpb@bldpb.com.my)

A disclosure by the whistleblower shall be acted upon in a timely manner provided that the claim is validated and proven to be true. The findings of the investigation shall be presented to the Audit Committee and tabled to the Board of Directors on reports that require the Board's attention and approval.

*This Policy may be reviewed and updated from time to time when deemed necessary.*

*Board Approval Date: 28 February 2020*

### WHISTLEBLOWING REPORT FORM

<b>Contact Information</b>
Name:
NRIC No.:
Company / Department:
Contact No.:
Email Address:
<b>Disclosure</b> <i>Details of person(s) involved, nature of allegation and description of the alleged incident (Please provide evidence to support the claim.)</i>

**Declaration:**

I have read and understand the Whistleblowing Policy and acknowledge that any malicious or defamatory allegations may result in disciplinary action, up to and including legal action, where appropriate, to be taken against me. I affirm that all information stated in this form is true and to the best of my knowledge.

\_\_\_\_\_  
(Signature)

Date: