



WHISTLEBLOWING POLICY

VALUE-ADDED INDUSTRIES (M) SDN. BHD. provide a mechanism for Value-Added Industries employees to raise serious concerns about misconduct/wrongdoing and get feedback on any action taken as a result. As part of good corporate governance, Value-Added Industries have establish a whistleblowing policy that provides a system to enables employees and stakeholders acting in good faith to raise concerns and disclose actual or potential wrongdoings or misconduct in the company.

Who should raise a concern?

This whistleblowing policy is applicable to all employees, suppliers, vendors associated stakeholders and the customers of Value-Added Industries. Employees and stakeholders who raise their concerns in good faith in accordance with this policy are protected from punishments within the limits of the law and assured that all reported cases will be objectively investigated on a best effort basis and appropriate remedial measures taken where warranted.

How to Make a Whistleblowing Report?

Employee and stakeholders have the option to make whistleblowing reports in strict confidence through any of the following channels:

Reporting Mode	Contact Details
Letter	Lot 16434, Jalan 4, Taman Perindustrian Selayang, 68100 Batu Caves, Selangor, Malaysia. Attention: Zero Corruption Committee
Electronic mail	Email: lbg@lbg.my
Mobile phone	Tel: +603 - 6120 1133 (6 lines) Fax: +603 - 6120 6672 / +603 - 6120 6673

The monitoring and execution of this whistleblowing procedure will be supervised by Zero Corruption Committee and the Company Chairman.

Whistleblowing Investigation

After receiving the whistleblowing report, it will be investigated by a Zero Corruption Committee and reporting to Company Chairman. If the outcome results in a proven case of misconduct/wrongdoing, disciplinary action shall be instituted against the related employees in accordance with the Company policy.

Value-Added Industries commits to ensure **all whistleblowing reports will be treated as confidential.**

Subject to any prohibition in law or any legal requirements, the Zero Corruption Committee will inform the whistle-blower that the investigation has been completed and the findings have been finalized by Zero Corruption Committee and Company Chairman.

LIM BENG GEOK
Managing Director

SIM KIM MUI
Director