



impiana

# **IMPIANA HOTELS BERHAD**

(REGISTRATION No.200601021085 (740838-A))

## **WHISTLEBLOWING POLICY**

## WHISTLEBLOWING POLICY

i. The Board wishes to provide all Directors, management staff and employees of the Group with mechanisms for employees and other interested parties to confidentially and anonymously bring to the attention of the Chairman of the Audit Committee any concerns related to matters covered by the Company's Code of Ethics and Conduct, legal issues and accounting or audit matters., but also:

- Fraud;
- Corruption, bribery or blackmail;
- Criminal offences;
- Miscarriage of justice;
- Endangerment of an individual's health and safety; and
- Concealment of any, or a combination, of the above.

ii. The report can be communicated in writing via mail or email. The complaint should be addressed:

Name : Chairman of Audit and Risk Management Committee

Email : [acchairman@impiana.com](mailto:acchairman@impiana.com)

Mail : (mark "Strictly Confidential to be opened by the addressee ONLY")

Impiana Hotels Berhad

D5-5-5, Solaris Dutamas

No.1, Jalan Dutamas 1,

50480, Kuala Lumpur

iii. The aim of this Whistle-Blowing Policy is for the employees to raise the matters in an independent and unbiased manner. Employees are not required to prove the cases but rather to provide sufficient information for the management to take appropriate steps.

- iv. The Board and the management give their assurance that employees will not be at risk to any form of victimization, retribution or retaliation from their superiors or from any of his management. However, employees must act in good faith in their reporting. This assurance does not however extend to those who are found to have raised the matter under false or malicious intention.
- v. Any attempt to retaliate, victimize or intimidate against anyone (whistle-blower) making report in good faith is a serious violation of Whistleblower Protection Act 2010 and shall be dealt with serious disciplinary actions and procedures.
- vi. Notwithstanding the above and as provided by the law, employees may report illegal or unethical practices directly to the statutory bodies such as the Malaysian Anti-Corruption Commission, the Security Commission, the Police or other similar government agencies in other countries where the business is located.

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This Whistle-Blowing Policy is approved and adopted by the  
Board of Directors on 30 June 2016

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