



FAMAX TECHNOLOGY (M) SDN. BHD. (200601028954 (748710-K))

Policy on Prevention of Bribery and Corruption (Internal Practices)

1. Introduction

FAMAX TECHNOLOGY (M) SDN. BHD. is committed to conducting its business with honesty, integrity, and transparency. As part of this commitment, we have established a policy to prevent bribery and corruption in all aspects of our operations. This policy applies to all employees, contractors, consultants, and any other parties associated with FAMAX TECHNOLOGY (M) SDN. BHD.

2. Policy Statement

FAMAX TECHNOLOGY (M) SDN. BHD. prohibits any form of bribery or corruption, whether direct or indirect, by or towards any of its employees or any third parties acting on its behalf. We adhere to the laws and regulations concerning bribery and corruption in all jurisdictions where we operate.

3. Responsibilities

- Management: Senior management is responsible for setting the tone from the top and ensuring that adequate resources are allocated to implement and maintain effective anti-bribery and corruption measures.
- Employees: All employees must familiarize themselves with this policy, understand their responsibilities, and report any concerns related to bribery or corruption to the designated compliance officer or through the established whistleblowing channels.

4. Prohibited Conduct

- Offering, promising, giving, accepting, or soliciting any bribe, whether in cash or in any other form of advantage, to or from any person or company, including government officials, to gain any commercial, contractual, regulatory, or personal advantage.
- Engaging in any form of corrupt activity, including but not limited to facilitation payments, kickbacks, and improper gifts or hospitality, which could influence business decisions or improperly benefit the company.

5. Gifts and Hospitality

- All employees must adhere to the company's policy on gifts, hospitality, and expenses, ensuring that any gifts or hospitality offered or received are proportionate, reasonable, and transparently recorded.
- Employees must avoid situations where gifts or hospitality could be perceived as influencing business decisions or creating an obligation.

6. Due Diligence

- Before engaging with third parties, including suppliers, agents, and consultants, FAMAX TECHNOLOGY (M) SDN. BHD. will conduct appropriate due diligence to assess the risk of bribery and corruption associated with the relationship.

7. Training and Awareness

- Regular training sessions will be conducted to ensure that employees understand the risks of bribery and corruption and are aware of their responsibilities under this policy.
- Training will cover recognizing potential bribery and corruption scenarios, reporting procedures, and the consequences of non-compliance.

8. Reporting and Investigation

- Employees must report any concerns or suspicions of bribery or corruption promptly to the designated compliance officer or through the whistleblowing channels provided.
- All reports will be investigated promptly and confidentially, and appropriate disciplinary and legal action will be taken where necessary.

9. Compliance Monitoring and Review

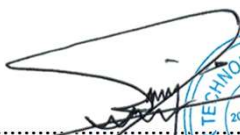
- The effectiveness of this policy will be monitored regularly through internal audits and reviews.
- The policy will be reviewed periodically to ensure it remains relevant and effective in preventing bribery and corruption.

10. Consequences of Non-Compliance

- Violations of this policy will result in disciplinary action, up to and including termination of employment or contract, and may also result in civil or criminal prosecution.

11. Conclusion

FAMAX TECHNOLOGY (M) SDN. BHD. is committed to maintaining the highest standards of ethical conduct in all of its business activities. This policy reflects our dedication to preventing bribery and corruption and ensuring transparency and integrity in everything we do.


Lee Chie Siang
Managing Director
01st January 2025

