



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

WHISTLEBLOWING POLICY

Summary

Famax is committed to the highest standards of integrity, transparency, and accountability. Employees are encouraged to report misconduct, unethical behavior, or violations of company policy without fear of retaliation.

Purpose

This policy provides a safe and confidential mechanism for employees to raise concerns about wrongdoing, fraud, corruption, harassment, safety violations, or other serious matters.

Scope

Reports may include, but are not limited to:

- a) Fraud, theft, or misuse of company assets
- b) Bribery or corruption
- c) Harassment, discrimination, or bullying
- d) Health, safety, or environmental violations
- e) Breaches of company policies or legal requirements

Reporting Channels

Employees may report concerns through:

- a) Their immediate supervisor or manager
- b) The Human Resources Department
- c) A designated confidential reporting channel (to be communicated internally)

Confidentiality

All reports will be treated with strict confidentiality. The identity of the whistleblower will be protected to the fullest extent possible.

Protection

Against Retaliation Employees who report concerns in good faith are protected from dismissal, demotion, harassment, or any form of retaliation. Retaliation against whistleblowers is a serious violation and will result in disciplinary action.

Investigation

All reports will be investigated promptly, fairly, and objectively. Outcomes will be communicated to the whistleblower where appropriate.

Disciplinary Action

Confirmed violations of company policy or law will result in disciplinary measures, up to and including termination of employment, and may involve legal proceedings.

.....
Lee Chie Siang
Managing Director
01st January 2025