

Whistle Blowing Policy

ATA IMS BERHAD

(formerly known as Denko Industrial Corporation Berhad)

Whistleblowing Policy

Introduction

All stakeholders (Including but not limited to, employees, customers, suppliers, government bodies and financial institutions) are encouraged to raise genuine concerns about possible improprieties in matters of financial reporting, compliance and other malpractices in the Company and its subsidiaries (collectively, "the Group") at the earliest opportunity, and in an appropriate way. This Whistleblowing Policy is established with reference to the Whistleblower Protection Act 2010, with necessary adaptation to encourage genuine disclosure by the stakeholders.

This Policy is designed to:

- a) Support the Company's values and Code of Ethics and Conduct;
- b) Ensure stakeholders can raise genuine concerns without fear of reprisals and safeguard such person's confidentiality;
- c) Protect a whistleblower from reprisal consequent to making a genuine disclosure;
- d) Provide a transparent and confidential process for dealing with concerns. This policy not only covers possible improprieties in matters of financial reporting, but also:
 - Fraud;
 - Corruption, bribery or blackmail;
 - Criminal offences;
 - Failure to comply with a legal or regulatory obligation;
 - Miscarriage of justice;
 - Endangerment of an individual's health and safety; and
 - Concealment of any, or a combination, of the above.

Principles

The principles underpinning the Policy are as follows:

- a) internal procedures to facilitate necessary whistleblowing, in a timely and responsible manner, are in place and made known to all stakeholders of the Group;
- b) all disclosures will be treated fairly and properly, and addressed in an appropriate and timely manner;
- c) the Group will not tolerate harassment or victimisation of whistleblower raising a genuine concern;
- d) the identity and personal information of the whistleblower will be protected and kept confidential, unless otherwise required by law;
- e) personal information, including the identity, of the alleged wrongdoer shall only be revealed for the sole purpose to carry out investigation on strictly 'need-to-know' basis or required by law;
- f) the whistleblower and the alleged wrongdoer will be treated fairly. The whistleblower will be informed of the status of his/her disclosure and the alleged wrongdoer will be given an opportunity to respond to all allegations at appropriate time; and
- g) the Group will ensure no one will be at risk of suffering some form of reprisal as a result of raising a genuine concern. The Group, however, does not extend this assurance to someone who maliciously raises a matter he knows is untrue.

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Covered Concerns

A disclosure relating to, but not limited to, either of the following concerns or wrongdoings by any stakeholders in the conduct of the business shall be reported:

- a) corruption, bribery and fraud (including financial statement fraud);
- b) criminal offence or any breach of the laws of any jurisdictions that the Group is operating in;
- c) acceptance of gifts/ favour beyond the threshold allowed by the Group;
- d) misuse and/or misappropriation of the Group's funds or assets;
- e) impropriety (including financial and operational, etc.) within the Group;
- f) gross mismanagement within the Group (including serious potential breach to the interest of society and environment);
- g) breach of Code of Ethics and Conduct, including sexual, physical or other abuse of human rights; and
- h) act or omission jeopardising the health and safety of the Group's employees or the public.

Reporting Procedure

If any stakeholder believes reasonably and in good faith that malpractices exist in the Group, the stakeholder should report this immediately to the appropriate level of management or based on the staff grievance procedure for employees.

If it is appropriate and for customers and other stakeholders, in view of the nature of the reported matter, reports of violations may be made directly to the Executive Chairman and Executive Director.

However, if for any reason the stakeholder is reluctant to do so or the stakeholder concerned is of the opinion that the matter is not satisfactorily resolved, then the stakeholder should report the concerns to the Audit Committee Chairman.

Stakeholder concerned about speaking to other stakeholders can communicate, in confidence, to the Audit Committee Chairman by email his/her concern to the Audit Committee Chairman. Any anonymous disclosure will not be entertained. However, the Audit Committee Chairman reserves his/her right to investigate into any anonymous disclosure.

These concerns will be managed by the Audit Committee Chairman and he/she shall have the right to decide, depending on the seriousness of the reported incident(s), whether to inform the Board of Directors or relevant enforcement authority(ies)(if the Audit Committee Chairman concluded that such incidents to be reported, based on the facts gathered) for the sole purpose to carry out the investigations and strictly on need-to-know basis, without revealing the identity of the whistleblower. The Audit Committee Chairman, at the cost to be borne by the Group, shall have the right and authority(ies) to seek the advice of the external professionals or experts, if required and to decide on the next course of actions.

Whistleblower's identity will not be disclosed, unless otherwise required by law. Where concerns cannot be resolved without revealing the identity of the whistleblower raising the concern (i.e. if the evidence is required in court), a dialogue will be carried out with the whistleblower concerned as to whether and how the matter can progress further.

If the Audit Committee Chairman is the alleged wrongdoer, the whistleblower can report genuine wrongdoings to other member of the Audit Committee and any reference to Audit Committee Chairman shall refer to such member of the Audit Committee to which the wrongdoings are reported to.

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Consequences of Wrongdoing or Wrongful Disclosure

The Audit Committee Chairman shall revoke the whistleblower protection conferred if he/she is of the opinion, based on his/her investigation or in the course of his/her investigation that the whistleblower has, or is found to have:

- committed a wrongdoing;
- participated in the improper conduct disclosed;
- made in his disclosure of improper conduct a material statement which he knew or believed to be false or did not believe to be true;
- made the frivolous or vexatious disclosure of improper conduct;
- made the disclosure of improper conduct solely or substantially with the motive of avoiding dismissal or other disciplinary action;
- committed a breach under this Policy (for instance, dishonest, mischievous or malicious complaints), in the course of making the disclosure or providing further information; or
- participated or assisted in any process pursuant to this policy otherwise than in good faith.

The corrective actions to be taken against that whistleblower will be determined by the Audit Committee Chairman, which may include, disciplinary measures, formal warning or reprimand, demotion, suspension or termination of employment or services or monetary or other forms of punishment.

Any attempt to retaliate, victimize or intimidate against whistleblower making a report in good faith is a serious violation of the Policy and shall be dealt with through serious disciplinary actions and procedures to be decided by the Audit Committee Chairman.

Protection

The identity and personal information of the whistleblower will be protected and kept confidential, unless otherwise required by law.

The whistleblower will be protected from reprisal, including any form of harassment and victimisation, as a consequence of his genuine disclosure.

If a whistleblower reasonably believes that he is being subjected to reprisal, including harassment and victimisation, as a consequence of whistle-blowing, he may consult or report to the Audit Committee Chairman.

Administration

This Policy is administered and overseen by the Audit Committee and reported to the Board of Directors, with the protection of the identity of the whistleblower.

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Contact persons:

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Audit Committee Member

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Policy Review and Approval

This Policy is reviewed by the Audit Committee and recommended to the Board of Directors for approval on 28 May 2018.