



GFM SERVICES BERHAD WHISTLEBLOWING POLICY

Policy Statement

GFM is committed to the highest standard of ethics, integrity and accountability in the conduct of our business and operations. This Policy aims to provide an avenue for our employees and the public to report any improper conduct related to GFM.

Objective

This policy is to provide a guideline on reporting channels, content of report and protection offered to employees and members of the public who report any improper conduct related to GFM.

Scope

For the purpose of this Policy, an improper conduct includes, but is not limited to:

- i. Bribery and corruption
- ii. Fraud and theft
- iii. Financial irregularity, impropriety and embezzlement
- iv. Abuse of power
- v. Breach of GFM's internal policies, namely Anti Bribery and Corruption Policy, Sexual Harassment Policy, Code of Ethics and Employee Code of Conduct
- vi. Conflict of interest
- vii. Concealment of any of the above

Reporting procedure

To facilitate investigations, complainants are required to complete and email the Whistleblowing Report to ethics.hotline@globalfm.com.my. Alternatively, complainants can forward information pertaining the improper conduct to **019-3224760**.

An Independent Non-Executive Director who is the Chairman of GFM's Nomination and Remuneration Committee (NRC) shall oversee all Whistleblowing Reports received, and ensure that the reports are treated independently, objectively and promptly.

GFM discourages anonymous submissions as it would limit the gathering of further information to facilitate any investigation.

The identity of persons who submit a Whistleblowing Report in good faith, shall be kept confidential and will only be disclosed on a strictly need-to-know basis. In addition, GFM acknowledges its duties to ensure that the whistleblower is protected from any repercussion or retaliation.