

## WHISTLEBLOWER POLICY

### Guiding Principles:

1. Anyone can raise any complaint/concern regarding any malpractice which he/she thinks that such practice was illegal which tantamount to Corrupt practice.
2. Must raise the complaint/concern in good faith and the allegation and information given are substantial. Whistle-Blower must reasonably believe that information provided are substantially true.
3. Raising complaints/concerns shall be done without fear or favour.
4. Whistle-Blower shall not act for his/her own personal gain.

### Aeruma Group Commitments:

1. Aeruma Group commits to protecting the Whistle-Blowers from any acts of retaliation, harassment, or subject to being victimization, and protection of Whistle-Blower will be done as per the current statutory requirement.
2. Aeruma Group commits to act upon all the allegations raised and ensure that action is taken against the alleged person/s.
3. Complaint/concern raised by the Whistle-Blower shall be treated with strict confidentiality in line with the statutory requirement.

### Required Information from Whistle-blower:

1. Type of malpractice conducted.
2. Suspected person/s and the details.
3. Transacted amount (if known).
4. Activity that leads to malpractice; details such as date, time, location, who were involved, and other information.
5. Any other information/evidence which can support the allegation.