

WHISTLE BLOWING POLICY

1. INTRODUCTION

- 1.1 Solarvest Holdings Berhad and its subsidiaries – hereinafter referred to collectively as (“Solarvest” or “the Company”), are committed to achieve the highest standards of integrity, openness and accountability in the conduct of its businesses and operations. We encourage freedom of speech and strive to conduct our affairs in an ethical, responsible and transparent manner at all times.
- 1.2 We expect the highest standards of integrity from all our directors, management, employees (collectively “Employees”), contractors and suppliers of Solarvest. We take seriously of any wrongdoing by any of our Employees, business partners, contractors and suppliers, in particular with respect to their obligations towards Solarvest’s interests.
- 1.3 Whistleblowing Policy (“Policy”) sets out an avenue where legitimate concerns on malpractice, unethical behaviour, misconduct, wrongdoings, bribery, corruption, fraud, misuse of Solarvest’s property, abuse of power, conflict of interest, non-compliance to various policies and procedures and violation of laws and regulations, can be objectively investigated and addressed. Individuals should be able to raise concerns about illegal, unethical or questionable practices in confidence and without the risk of reprisal.
- 1.4 Any harassment or retaliation in any form or manner against a genuine whistle-blower is a serious violation of Whistleblower Protection Act 2010, which if proven, may lead to serious disciplinary action, including, without limitation, termination of the relevant employment, or contract/agreement, as the case may be.

2. WHAT SHOULD BE REPORTED

A reportable act is one made in the public interest by an individual who has a reasonable belief that one of the following is being, has been, or is likely to be committed. The list below is not a comprehensive list but is intended to illustrate the sorts of issue, which may be raised under the ‘Whistle Blowing Policy’:

- Criminal offences (e.g. fraud, bribery, corruption, money laundering, blackmail or dishonesty)
- Failure to comply with legal obligations or regulatory requirements
- A miscarriage of justice
- Covering up wrongdoing or unethical conduct
- Conflict of interest
- Damage to the environment
- Health and safety risks to the public as well as employees
- Unauthorised use/misused of the Company’s property
- Actions which are likely to cause significant loss or damage to the Company’s income or property including misappropriation of assets, questionable or improper accounting
- Failure to take reasonable steps to report and rectify any situation which is likely to give rise to a significant avoidable cost or loss of income to the Company

- Abuse of power or the use of powers and authority for any unauthorized purpose
- Discrimination in the Company's employment or services
- Action which considered as causing sexual harassment or physical abuse or danger to any person
- Breach of the Company's Group Policies and Authorities
- Misuse of the Company's confidential information

3. REPORTING PROCEDURES

3.1 Any malpractice and misconduct that is discovered or genuinely suspected by the whistleblower shall be reported immediately to the immediate superior. Any concern that deemed inappropriate to be reported to the immediate superior who is involved in the wrongdoings should be raised to the attention of the Group Managing Director, Group Executive Director, or Audit Committee Chairman.

3.2 Alternatively, a report of malpractice and misconduct may be made by downloading the Whistle Blowing Form from our website and submit the completed form online to Audit Committee Chairman.

Attention : Chairman of Audit Committee of Solarvest Holdings Berhad
 Name : Mr Gan Teck Hooi
 Designation : Independent Non-Executive Director
 Email : thgan@icfo.my

3.3 An investigation will then be carried out by authorised personnel who is/are independent from the reported incident to ensure an objective and independent investigation process.

3.4 Following the investigation, the whistleblower shall be accorded with privilege to be notified on the outcome, in a way that is permissible under confidentiality consideration.

3.5 Whistleblower should treat any information that are given regarding the investigation as confidential.

4. ANONYMITY

Individuals are strongly encouraged to put their name to any whistleblowing disclosures they make. Concerns expressed anonymously will be considered discreetly, taking into account:

- The seriousness of the issues raised
- The credibility of the concern
- The likelihood of confirming the allegation from attributable sources

Protection will not be accorded for whistleblower who chooses to remain anonymous.

CONFIDENTIALITY

All such disclosures will be treated in a confidential and sensitive manner. The identity of the individual making the allegation may be kept confidential so long as it does not hinder or frustrate any investigation. However, the investigation process may reveal the source of the information and the individual making the disclosure in the event there is a need to provide a statement as part of the evidence required.

END.

WHISTLE BLOWING FORM

A. Nature of Misconduct

(Kindly describe the incident, specify date, time and venue and who is involved).

B. Contact

Name of Whistleblower: _____
(Optional, but we encourage to be transparent)

Contact (for further details)

Tel No : _____

Email Address : _____

Date : _____