

WHISTLEBLOWING POLICY

POLICY STATEMENT




Felda Investment Corporation Sdn. Bhd. and its Group of Companies ("FIC Group") anticipates the highest standards of integrity, honesty, transparency and accountability in the conduct of its businesses and operations.

This Policy means to empower and encourage FIC Group's employees and stakeholders to raise legitimate and genuine concerns in a transparent and responsible manner.

OBJECTIVES

Channel for employees and stakeholders to disclose legitimate and genuine improper conduct in accordance with the policy within FIC Group.

MAKING REPORT

- i.  Email to:
whistleblowing@fic.net.my
- ii.  Online submission of e-Whistleblowing form on FIC website at:
www.fic.net.my
- iii.  In writing to the following address:
**Whistleblowing Committee,
Felda Investment Corporation Sdn. Bhd.,
Level 4, Balai Felda, Jalan Gurney 1,
54000, Kuala Lumpur.**

SCOPE OF DISCLOSURE- Need to report

- i. Abuse of power (or position)
- ii. Fraud
- iii. Bribery
- iv. Blackmail
- v. Conflict of interest
- vi. Embezzlement (or theft)
- vii. Unauthorised use of money, properties, information
- viii. Criminal offences
- ix. Corruption
- x. Failure to comply with legal and regulatory obligations
- xi. Concealment any of the above

CONFIDENTIALITY AND PROTECTION FOR WHISTLEBLOWER

The Whistleblower's identity (if known) and disclosure shall be treated in a confidential manner.

All information regarding improper conduct shall not be utilised for personal gain, disseminated to, discussed with or disclosed to unauthorised party.

Any employee or stakeholder who uses his/ her position to prevent the Whistleblower from exercising his/ her right, shall be subject to disciplinary action including termination of employment.

OUT OF DISCLOSURE SCOPE

This Policy shall not apply to any issues, concerns or complaints in relation to:

- i. Matters which are motivated by hatred/ malice.
- ii. Matters pending or determined through FIC Group's disciplinary proceedings.
- iii. Matters pending or determined through any authority, tribunal or court, arbitration or other similar proceedings