



Whistleblowing

MISC is committed to the highest standards of integrity, openness and accountability in the conduct of its business and operations. It aspires to conduct its affairs in an ethical, responsible and transparent manner.

Recognising the abovementioned values, MISC provides an avenue for all employees of MISC and members of the public to disclose any improper conduct within MISC.

Employees can disclose any improper conduct (misconduct or criminal offence) through MISC's established internal channels. Such misconduct or criminal offence includes the following:

- Fraud;
- Bribery;
- Abuse of Power;
- Conflict of Interest;
- Theft or embezzlement;
- Misuse of Company's Property; and
- Non Compliance to Procedure.

The above list is not exhaustive and includes any act or omissions, which if proven, will constitute an act of misconduct under MISC's Code of Conduct and Business Ethics (CoBE) or any criminal offence under relevant legislations at the material time.

Protection to Whistleblower

A whistleblower will be accorded with protection of confidentiality of identity, to the extent reasonably practicable. In addition, an employee who whistleblows internally will also be protected against any adverse or detrimental actions for disclosing any improper conduct committed or about to be committed within MISC, to the extent reasonably practicable, provided that the disclosure is made in good faith. Such protection is accorded even if the investigation later reveals that the whistleblower is genuinely mistaken as to the facts and the rules and procedures involved.

Anonymous Whistleblower

Any anonymous disclosures will not be entertained. Any employee or members of the public who wishes to report any improper conduct is required to disclose his identity to the Company in order for the Company to accord the necessary protection to him. However, the Company reserves its right to investigate into any anonymous disclosure.

