



## **Synergy House Berhad Group of Companies - Whistleblowing Policy**

**Synergy House Berhad (201646-K)**

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## **1. WHISTLEBLOWING**

SYNERGY HOUSE BERHAD Group of Companies and its direct and indirect subsidiaries take its anti- corruption obligations under applicable laws extremely seriously. Corruption promotes poverty, hunger, disease, and crime, and by preventing societies and individuals from reaching their full potential, stunts economic and social development.

It also distorts the rule of law and the fair marketplace practices on which SYNERGY HOUSE BERHAD Group of Companies and other good “corporate citizens” depend.

Corruption is prohibited all over the world and can result in severe consequences for involved persons (prison term, fines) and companies (high fines, blacklisting, debarment from public tenders etc.). Police investigations regarding potential corruption are likely to be covered by media which may lead to severe reputational damages, even if the allegations prove to be wrong in the end.

That is what SYNERGY HOUSE BERHAD Group of Companies expects from its directors, officers and employees and contracting partners. The best way to avoid corruption is to always act transparently and to use a common-sense approach. However, to facilitate decision-making in this regard, this Anti-Corruption Policy identifies prohibited conduct and defines clearly which advantages to be given are subject to mandatory pre-approval. Any officer, director or employee found to have engaged in conduct that is prohibited by applicable anti-corruption laws or this Anti-Corruption Policy will face strict discipline, including potentially termination of employment. If you become aware of any violations of this Policy, you are required to promptly inform your supervisor, HR Manager, or the Internal Control Officer of SYNERGY HOUSE BERHAD Group of Companies.

You, any other employee, as well as any third party can anonymously report any kind of actual or alleged misconduct relating to misbehaviour to **[whistleblower@synergy-house.com](mailto:whistleblower@synergy-house.com)**.

Since internal reports are often vital to detect misbehaviour and to take the necessary steps, a notification made in good faith shall never cause any disadvantages for the reporting person. Every whistle-blower-report will be taken seriously and followed-up by our Internal Controls Committee organization who will provide for an answer to the whistle-blower within a period of three months maximum.

## **2. CASES OF DOUBT**

If you have any doubts or concerns as to whether a specific behaviour is allowed or not, or have any questions in relation to this Policy, please immediately contact your supervisor, HR Manager and/or the Compliance Officer.

## **3. REPORTING & DECLARATION**

If you become aware of any violations of this Policy, you are required to promptly inform your supervisor, HR Manager and/or the Compliance Officer or through the **[whistleblower@synergy-house.com](mailto:whistleblower@synergy-house.com)**

The Policy was adopted by the Board of Directors on 24<sup>th</sup> February 2023.

**Appendix A**

Compliance Officer

Name : Mr. Mohd Adham bin Khurram

Email Address : [mohd.adham@synergy-house.com](mailto:mohd.adham@synergy-house.com)

Contact Number : 017-9858013

OR

Please send email to **[whistleblower@synergy-house.com](mailto:whistleblower@synergy-house.com)**