



BREM HOLDING BERHAD

BUILD . BALANCE . BEYOND

INVESTOR RELATIONS

WHISTLE BLOWING POLICY

Policy Statement

Brem Holding Berhad (“Brem” or “the Company”) is committed to achieving and maintaining a high standard of corporate governance and business integrity. To achieve the goal, Brem provides avenue to encourage employees and stakeholders (shareholders, customer and suppliers) to raise genuine concerns about unethical behaviour, illegal activities, malpractices and/or failure in compliance with legal or regulatory requirements at the workplace, and shall take appropriate actions to resolve them effectively.

The policy is applicable to all companies within the Brem Group.

Objectives of the Policy

The objectives of the policy are as follows:-

- Establishes the rules and procedures for employees and stakeholders to report/raise genuine concerns through the appropriate channel upon discovery of unethical behaviour, illegal activities, malpractices and/or failure in compliance with legal or regulatory requirements at the workplace;
- Provides protection to an individual who has raised or reported the concern (“the whistleblower”).

Scope of the Policy

This policy is designed to facilitate the whistleblower to disclose any genuine concerns through our internal channel. Such concerns not only cover irregularities in financial reporting but also the followings:-



- Fraud;
- Corruption, bribery or blackmail;
- Criminal offences;
- Failure to comply with a legal or regulatory obligation or requirements;
- Miscarriage of justice;
- Conflict of interest;
- Sexual harassment;
- Misuse of confidential information; and
- Concealment of any or a combination of the above.

Principles

The principles underpinning the policy are as follows:-

- All concerns raised will be treated fairly and properly;
- The Company will not tolerate harassment or victimization of anyone raising a genuine concern;
- Any individual making a disclosure will retain anonymity unless the individual agrees otherwise; and
- The Company will ensure no one will be at risk of suffering any form of reprisal as a result of raising a genuine concern even if the allegation was ultimately proven to be unfounded or wrongful. The Company, however, does not extend this assurance to someone who maliciously raises a matter he/she knows is untrue.

Whistleblowing Channel

The whistleblower acting in good faith and with reasonable belief can report or raise a genuine concern through the established channels. The concern may be reported or raised to the line manager (for employees) or directly to the Senior Independent Non-Executive Director as follows:-

Name : Mr. Wong Miow Song
E-mail : wongms@bremholding.com
Attention : Senior Independent Non-Executive Director

A whistleblower is required to disclose his identity to the Company in order for the Company to accord the necessary protection to him. An anonymous whistleblower will not be entertained, but the Company will investigate into the anonymous disclosure. A report should be based on good faith and reasonable belief that the information and any allegations in it are true and not made for personal interest or gain.

Action

All reports will be investigated promptly. If necessary, assistance from other resources within and outside the Group will be sought to facilitate the investigation.

Upon completion of investigation, appropriate course of action will be recommended to the Audit Committee for their deliberation. The recommended actions by the Audit Committee will be implemented immediately. Appropriate steps will also be taken to prevent similar situation arising in the future.



Confidentiality

The identity of whistleblower will be kept confidential. Consent of whistleblower will be sought should there be a need to disclose identity for investigation purposes.

Disclaimer

Brem reserves the right to amend this policy from time to time.

Signed for and on
Behalf of the Board of Directors,

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Dato' Hj. Abu Sujak bin Hj. Mahmud
Chairman of the Board
Date: 24 July 2013