

# WHISTLEBLOWING

Johor Corporation and its Group of Companies are committed to the highest standard of integrity, openness and accountability in the conduct of its businesses and operations. It aspires to conduct its affairs in an ethical, responsible and transparent manner. Recognising the abovementioned values, JCorp provides avenues for all employees of JCorp and members of the public to disclose any improper conduct within JCorp.

## OBJECTIVE OF THE POLICY

1. As a guide in the implementation of reporting complaints of integrity violation that occur within Johor Corporation and its Group of Companies
2. The confidentiality of the informant and the complaints received can be guaranteed through the policies
3. Ensures that any complaint received, processed and acted upon ends with a systematic and effective action

## SCOPE OF THE POLICY

- Improve sincerity and integrity within the organisation
- Establish clear procedures in managing information / complaints
- Ensure implementation of good governance
- Creating a better and conducive workplace environment

## MISCONDUCT

Any action or omission which constitutes a disciplinary breach leading to criminal offences of fraud, corruption and abuse of power as provided by law or in a code of conduct, JCorp Code of Business Ethics (COBE), or circular or contract of employment, as the case may be concerned.

## DISCLOSURE CHANNEL

1. All disclosures must be made to the Group Integrity Unit (GIU)
2. The authorised Special Affairs Officer (SAO) and Integrity Unit Officer (IUO) shall be responsible for receiving and processing any complaints / information disclosed

## ANONYMOUS DISCLOSURE

1. This policy encourages informants to disclose names or ways in which they can be contacted
2. If anonymous information or the way they can be contacted is considered unreliable, it will not be entertained
3. However, it will be considered for action subject to the decision of the Whistleblowing Committee.

Among the things that will be considered are:

- (i) The seriousness of the content of the information disclosed;
  - (ii) The level of substance (ingredient) of the error found in the information; and
  - (iii) The extent to which such information allows for verification action to be obtained through relevant sources, documents and witnesses.
4. Providers who disclose anonymously or without contact address will NOT BE GIVEN PROTECTION UNDER THIS POLICY

## REVEALING WITH BAD INTENTION

1. Disclosure of information motivated by malicious intent, envy or any intention that is contrary to the legal principles, rules and interest of JCorp and the Group of Companies will not be entertained.
2. Disciplinary action may be taken against employees or police reports may be made against any employee or any person who makes a disclosure maliciously or intends to tarnish the image of JCorp and those involved, whichever is deemed appropriate.

## PROTECTION GUARANTEE

The President & Chief Executive of Johor Corporation and Group Integrity Unit SHALL ENSURE THAT NO HARMFUL ACTION IS TAKEN against any whistleblower who has disclosed information or complaints under this policy.

**We aspire to achieve the highest standards of integrity in the conduct of our business and operations.**

**If you know or are aware of any improper conduct (misconduct or criminal offence) committed or about to be committed within the JCorp Group of Companies, report it to us by providing the required information.**

You may submit your disclosure through any of the following channels:



[whistleblowing@jcorp.com.my](mailto:whistleblowing@jcorp.com.my)



07-219 2685/2778  
(Office Hours)



Contact or come in person to the Group Integrity Unit:  
Level 7, Menara KOMTAR  
Johor Bahru City Centre  
80000 Johor Bahru  
Johor, Malaysia



Group Integrity Unit  
Johor Corporation  
Level 7, Menara KOMTAR  
Johor Bahru City Centre  
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