



ANTI-BRIBERY MANAGEMENT SYSTEM POLICY

As a leading organisation, **Malaysian Resources Corporation Berhad (“MRCB”)** is committed to promote high standards of integrity by conducting our business ethically and in compliance with all applicable laws and regulations in the countries where we do businesses.

We have a zero-tolerance approach against all forms of bribery and corruption. Bribery and corruption in all its forms as where it relates to our activities are prohibited. We have developed an Anti-bribery Management System (“ABMS”) based on ISO37001:2016 which sets standards to prevent, detect and respond to bribery.

We undertake the following:

- ❖ To prohibit our personnel from receiving or soliciting gifts or any item of value from external parties;
- ❖ No employees or external parties will suffer demotion, penalty or other adverse consequences in retaliation for refusing to pay or receive bribes or participate in other illicit behaviour;
- ❖ To conduct due diligence checks on prospective personnel and business associates;
- ❖ To award contracts and employee positions purely on merit basis;
- ❖ All our personnel shall certify in writing that they have read, understood and will abide by this Policy;
- ❖ To establish and maintain an anti-bribery and corruption compliance function to oversee the design, implementation, management and improvement of the ABMS;
- ❖ To conduct awareness programme for all our personnel on the Group’s position regarding anti-bribery and corruption, integrity and ethics;
- ❖ To establish and maintain suitable reporting channels for all stakeholders to raise their concerns on any improper conduct and violation of the Policy;
- ❖ To take disciplinary action against those personnel who do not comply with the Policy. For external parties, non-compliance may lead to penalties including termination of contract. Further legal action may also be taken in the event that our interests have been affected as a consequence of non-compliance by any individuals and organisations.

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IMRAN SALIM
GROUP MANAGING DIRECTOR
DATE: 11th JUNE 2019