

		
AKMSB-ABMS-PRO-WBM-F01	EFFECTIVE DATE 03 August 2026	REV NO.: 00
TITLE: WHISTLE BLOWING POLICY STATEMENT		

WHISTLE BLOWING POLICY

Antara Koh (M) Sdn Bhd is committed to conducting its business with integrity, transparency, accountability, and in compliance with all applicable laws, regulations, and the requirements of the Anti-Bribery Management System (ABMS) ISO 37001:2025.

The Company encourages all employees, directors, subcontractors, suppliers, consultants, business associates, and other stakeholders to report any actual, suspected, or attempted misconduct, including bribery, corruption, fraud, unethical behaviour, abuse of authority, conflicts of interest, violations of Company policies, or breaches of applicable legal and regulatory requirements.

Antara Koh (M) Sdn Bhd is committed to:

- Providing accessible, secure, and confidential channels for reporting concerns.
- Treating all reports seriously, fairly, independently, and objectively.
- Maintaining confidentiality of information and protecting the identity of whistle blowers to the fullest extent permitted by law.
- Protecting whistle blowers who report concerns in good faith from retaliation, harassment, discrimination, victimisation, or any other form of detrimental treatment.
- Ensuring that all reported concerns are reviewed, assessed, and investigated appropriately and without undue delay.
- Taking corrective, disciplinary, contractual, or legal action where misconduct is substantiated.
- Promoting a culture of openness, honesty, accountability, and ethical conduct throughout the organization.
- Encouraging all personnel and business associates to raise concerns without fear of reprisal.

Any person making a report in good faith shall not be subject to dismissal, demotion, suspension, harassment, discrimination, or any other adverse consequence, even if the allegation is subsequently found to be unsubstantiated. However, any person who knowingly makes false, malicious, or misleading allegations may be subject to disciplinary action and/or legal proceedings.

This policy is implemented in accordance with the principles of the **Whistleblower Protection Act 2010 (Act 711)** and supports the Company's commitment to preventing and detecting bribery, corruption, and other forms of misconduct.

Antara Koh (M) Sdn Bhd adopts a **zero-tolerance approach towards bribery, corruption, fraud, and unethical conduct** and expects all personnel and business associates to uphold the highest standards of integrity in all business dealings.

"Speak Up. Report Concerns. Protect Integrity."

Approved by:



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Dato' Ir. Tay Yew Chong
Managing Director
Effective Date: 18/08/2026