



WHISTLE BLOWING POLICY

Policy Statement

FARM FRESH BERHAD is 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. Recognizing the abovementioned values, FARM FRESH BERHAD provides avenues for all employees of FARM FRESH BERHAD and members of the public to disclose any improper conduct within FRAM FRESH BERHAD.

Objective of the Policy

This policy is to provide an avenue for all employees of FARM FRESH BERHAD and members of the public to disclose any improper conduct in accordance with the procedures as provided for under this policy and to provide protection for employees and members of the public who report such allegations.

Scope of the Policy

This policy is designed to facilitate employees and members of the public to disclose any improper conduct (misconduct or criminal offence) through internal channel. Such misconduct or criminal offences include the following:

- i. Fraud;
- ii. Bribery
- iii. Abuse of Power
- iv. Conflict of Interest
- v. Theft or embezzlement
- vi. Misuse of Company's Property
- vii. Non-Compliance with Procedure

The above list is not exhaustive and includes any act or omissions, which if proven, will constitute an act of misconduct under FARM FRESH BERHAD'S Code of Conduct and Business Ethics (CCBE) or any criminal offence under relevant legislations in force.

This policy is not to invalidate the Grievance Procedure and/or the Disciplinary Action Process and Procedures (DAPP) but to provide more avenues for employees and members of the public to disclose improper conduct committed or about to be committed to the Company. The given procedures as reflected in the Collective Agreements, Executive Handbook and CCBE shall be operative based on the purpose and objective of their existence

Applicability of the Policy

Subject to the requirement of applicable local jurisdiction, this policy applies to all employees of FARM FRESH BERHAD and its subsidiaries. This policy also applies to members of the public, where relevant.

Procedure in Making a Disclosure

All disclosures are to be channelled in accordance with the procedures as provided under this policy.



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Good Faith Reporting

Any employee/member of public who has reasonable belief that there is a serious misconduct, actual or suspected, in respect to any of the matters set out in Scope of the Policy above, should alert the Company through the following website:

<https://farmfresh.speakup.report/farmfreshspeakup>

Protection to Whistleblower

A whistleblower will be accorded with protection of confidentiality of identity, to the extent reasonably practicable. In addition, an employee who whistle blows internally will also be protected against any adverse and detrimental actions for disclosing any improper conduct committed or about to be committed within FARM FRESH BERHAD, to the extent reasonably practicable, provided that the disclosure is made in good faith. Such protection is accorded even if the investigation later reveals that the whistleblower is mistaken as to the facts and the rules and procedures involved.

Anonymous Whistleblower

Any anonymous disclosure will not be entertained. Any employee or member of the public who wishes to report improper conduct is required to disclose his identity to the Company in order for the Company to accord the necessary protection to him. However, the Company reserves its right to investigate into any anonymous disclosure.

Notification

Upon the completion of the whistleblowing process and procedures, the whistleblower will be accorded the privilege to be notified on the outcome of the disclosure.