



RAMSSOL GROUP SDN BHD

ANTI-CORRUPTION POLICY STATEMENT

Ramssol Group Sdn Bhd (“RAMSSOL”) is committed to conduct its business in accordance with high ethical standards, integrity and accountability. Our reputation is built upon our values of doing business ethically. To further strengthen our commitments, we have adopted zero tolerance policy towards all forms of bribery and / or corruption and have undertaken compliance with the requirements pursuant to section 17A of the Malaysian Anti-Corruption Commission Act 2009 (“MACC Act 2009”), as provided by the Malaysia Anti-Corruption Commission (Amendment) Act 2018 (“MACC Amendment Act 2018”). The Board of Directors and Management of all levels of RAMSSOL strive to demonstrate such commitments through their conduct, actions, and behaviour to uphold integrity and ethical values as promulgated in RAMSSOL’s code of ethics.

Code of Business Conduct

RAMSSOL demands all employees to use only legitimate practices in business operations. In promoting or dealing on behalf of the Company with any governmental authorities, any forms of kickbacks or bribes intended to induce or reward favourable buying decisions and governmental actions are unacceptable and prohibited.

None of the employee of the Company or any representative acting on the Company’s behalf shall violate the applicable law, offer or perform directly or indirectly through any other person or firm, any payment of anything of value (in the form of compensation, gift, contribution or otherwise) to:

- Any person or firm employed by or acting for or on behalf of any party or candidate, whether private or governmental, for the purpose of inducing or rewarding any favourable action by the party or candidate in any commercial transaction;
- Any governmental or government related official, political party or official of such party, or any candidate of political office, for the purpose of inducing or rewarding favourable action (or withholding of action) or the exercise of influence by such official, party or candidate in any commercial transaction or in any governmental matter.

RAMSSOL also endeavours to engage or employ reputable, qualified individuals, consultants, agents, sales representatives or firms to support its business operations based on fee arrangements, which are reasonable in relation to the services performed. Respective department is required to adhere to the requisition procedures from time to time with respect to the selection and appointment of individuals, consultants, agents, sales representatives. Consultants, agents or representatives engaged in relation to the provision of goods or services to the government and/or government related agency must comply with the relevant laws, regulations and policies pertaining to anti-corruption.



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Whenever governmental agencies, clients or others have their published policies or guidelines in respect to acceptance of entertainment, gifts, or other business courtesies, such policies shall be respected.

Reporting Channel

RAMSSOL provides avenues for the Board of Directors, Management, its employees and members of the public to make reports on any improper conduct within RAMSSOL, which is provided by the RAMSSOL Whistleblowing Policy. All whistle blower will be assured with confidentiality of their identity, to the extent reasonably practicable. The identity of the Whistleblower shall be kept confidential to the extent possible unless otherwise required by law or for purposes of any proceedings by or against RAMSSOL. Whistleblower are cautioned that their identities may become known for reasons outside the control of the Company. The identity and personal information of the Whistleblower may be revealed to persons involved in investigations or any other processes that are deemed necessary to assist in investigations.

Violations of the Policy

The Company would take stern action against any employee, business partner, supplier, contractor, agent, customer, associate, representative on any other party whom is found in breach of RAMSSOL's Anti-Corruption Policy. Employee may be subjected to disciplinary action and the Company reserves the right to terminate any relationships with third parties for any breaches of the Company's Anti-Corruption Policy.

Continuous Improvement

RAMSSOL is committed to continuously improve this policy and the anti-corruption measures described in this document to represent its initiatives towards establishing, implementing and maintaining a robust anti-corruption process. Compliance with this policy is being constantly monitored and internal audits will be conducted at regular intervals to identify opportunities for enhancement.

**The Board of Directors
Ramssol Group Sdn Bhd**