



Malaysia Marine and Heavy Engineering  
Holdings Berhad (17821-X)

# MHB Whistleblowing Policy

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# MHB WHISTLEBLOWING POLICY - OVERVIEW

- ❖ *An avenue* for employees and members of the public to report any *improper conduct* (misconduct or criminal offence) *committed or about to be committed* within MHB.
- ❖ The requirement to observe the policy provides that it is the duty of the employees to report any breaches/ violations contrary to :-
  - ✓ the terms and conditions of service
  - ✓ CoBE's policies and procedures
  - ✓ applicable laws

to file a report using the procedure provided for in MHB's Whistleblowing Policy.

# MHB WHISTLEBLOWING POLICY - OVERVIEW

Let's Make a Difference, Do It The Proper Way

## WHO?



## WHAT?

### MHB Whistleblowing Policy

**An avenue for employees and members of the public**



**To report any improper conduct (misconduct or criminal offence)**



**Committed or about to be committed within MHB.**



# WHY IS IT INTRODUCED?

- ❖ MHB's commitment to promote highest standard of integrity, openness and accountability in the conduct of its businesses and operations.
- ❖ To encourage employees and members of the public to whistle blow internally within the organisation.

# NATURE OF DISCLOSURE?

- ❖ Any alleged or suspected improper conduct (misconduct or criminal offence) including but **NOT** limited to the following:
  - ✓ Fraud
  - ✓ Bribery
  - ✓ Abuse of Power
  - ✓ Conflict of Interest
  - ✓ Theft or Embezzlement
  - ✓ Misuse of Company's Property
  - ✓ Non Compliance to Procedure
  
- ❖ This policy is not to invalidate the Grievance Procedure and/or the Disciplinary Action Procedure but to provide more avenues for employees and members of the public to disclose improper conduct within MHB.

# PROTECTION FOR WHISTLEBLOWER

- ❖ A Whistleblower will be accorded with protection under the Policy 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.



## PROTECTION FOR WHISTLEBLOWER

A Whistleblower will be accorded with protection under the Policy **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.

The **protection** to the **Whistleblower can be revoked** under the following circumstances, among others:-

- The whistleblower participated in the improper conduct;
- The whistleblower willfully discloses a false statement;
- The disclosure is made with malicious intent; and/or
- The disclosure is frivolous or vexatious.





# REVOCAION OF PROTECTION

- ❖ The protection to the Whistleblower can be revoked under the following circumstances, among others:-
  - ✓ the Whistleblower participated in the improper conduct;
  - ✓ the Whistleblower willfully discloses a false statement;
  - ✓ the disclosure is made with malicious intent; and/or
  - ✓ the disclosure is frivolous or vexatious.

# MHB WHISTLEBLOWING CHANNELS OF REPORTING

Disclosures can be made to **ANY** of the following reporting channels, in strict confidential manner:-

- ❖ Email your concern directly to [whistle@mhb.com.my](mailto:whistle@mhb.com.my); or
- ❖ Submit your concern directly through MHB Whistleblowing e-Form at <http://mhb.com.my/whistleblowing-form> or
- ❖ Meet in person with General Manager (GM) HR or any HR Business Partners (HRBP).

# MHB WHISTLEBLOWING CLUSTER ACTION



# Thank You

**MALAYSIA MARINE AND HEAVY ENGINEERING  
HOLDINGS BERHAD (178821-X)**

Level 31, Menara Dayabumi,  
Jalan Sultan Hishamuddin,  
50050 Kuala Lumpur, Malaysia

**T** : +603 2273 0266

**F** : +603 2273 8916

**W** : [www.mhb.com.my](http://www.mhb.com.my)

**MALAYSIA MARINE AND HEAVY ENGINEERING  
SDN BHD (14558-P)**

MMHE West, PLO 3,  
Jalan Pekeliling, P.O.Box 77,  
81700 Pasir Gudang, Johor, Malaysia

**T** : +607 268 2111

**F** : +607 278 4162

**W** : [www.mhb.com.my](http://www.mhb.com.my)