



MHB WHISTLEBLOWING POLICY



CONTENTS

1. **MHB WHISTLEBLOWING POLICY – OVERVIEW**
2. **WHY IS IT INTRODUCED?**
3. **NATURE OF DISCLOSURE?**
4. **PROTECTION FOR WHISTLEBLOWER**
5. **MHB WHISTLEBLOWING CHANNELS OF REPORTING**
6. **MHB WHISTLEBLOWING PROCEDURE**



MHB WHISTLEBLOWING POLICY - OVERVIEW

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- ❖ ***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

WHISTLEBLOWER

(NOUN) :

A PERSON WHO MAKES PUBLIC DISCLOSURE OR CORRUPTION OR WRONGDOING



MHB WISTLEBLOWING 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?



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 whistleblow internally within the organisation.



NATURE OF DISCLOSURE?



NATURE OF DISCLOSURE?

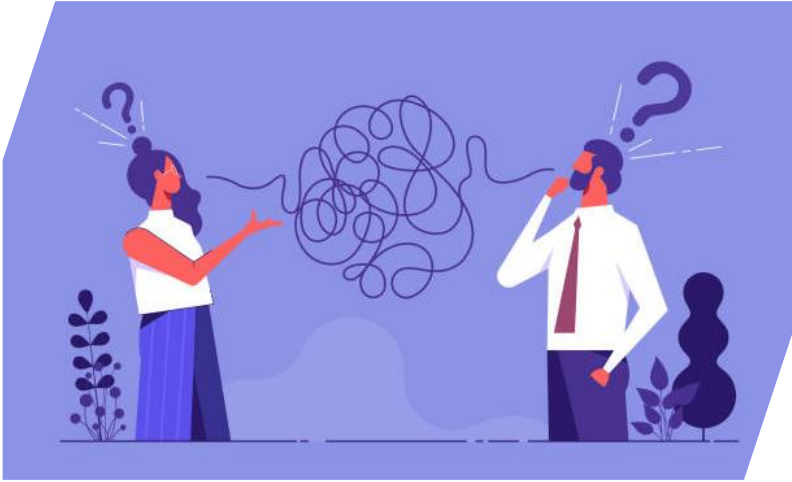
- ❖ Any alleged or suspected improper conduct (misconduct or criminal offence) including but **NOT** limited to the following:
 - ✓ Fraud
 - ✓ Bribery
 - ✓ Abuse of Power
 - ✓ Conflict of Interest
 - ✓ Theft or Embezzlement
 - ✓ Misuse of Company's Property
 - ✓ Non Compliance to Procedure

- ❖ 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.



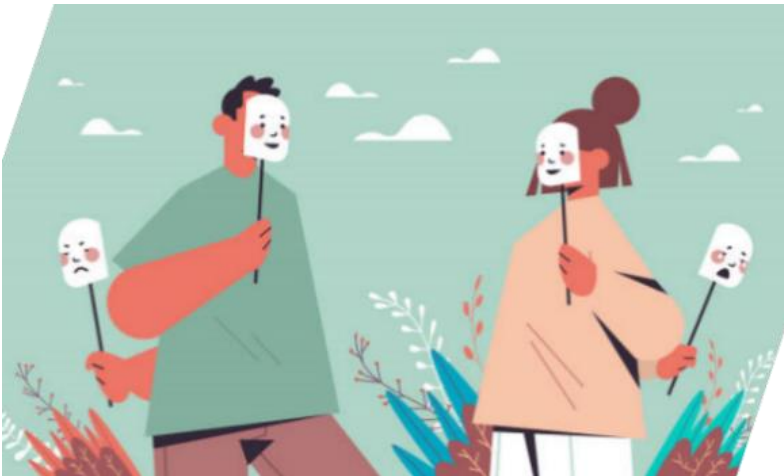
MHB REPORTING AND ESCALATION

MHB REPORTING AND ESCALATION



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 whistleblower is made with malicious intent; and/or**
- The whistleblower is frivolous or vexatious**



MHB WHISTLEBLOWING CHANNELS OF REPORTING

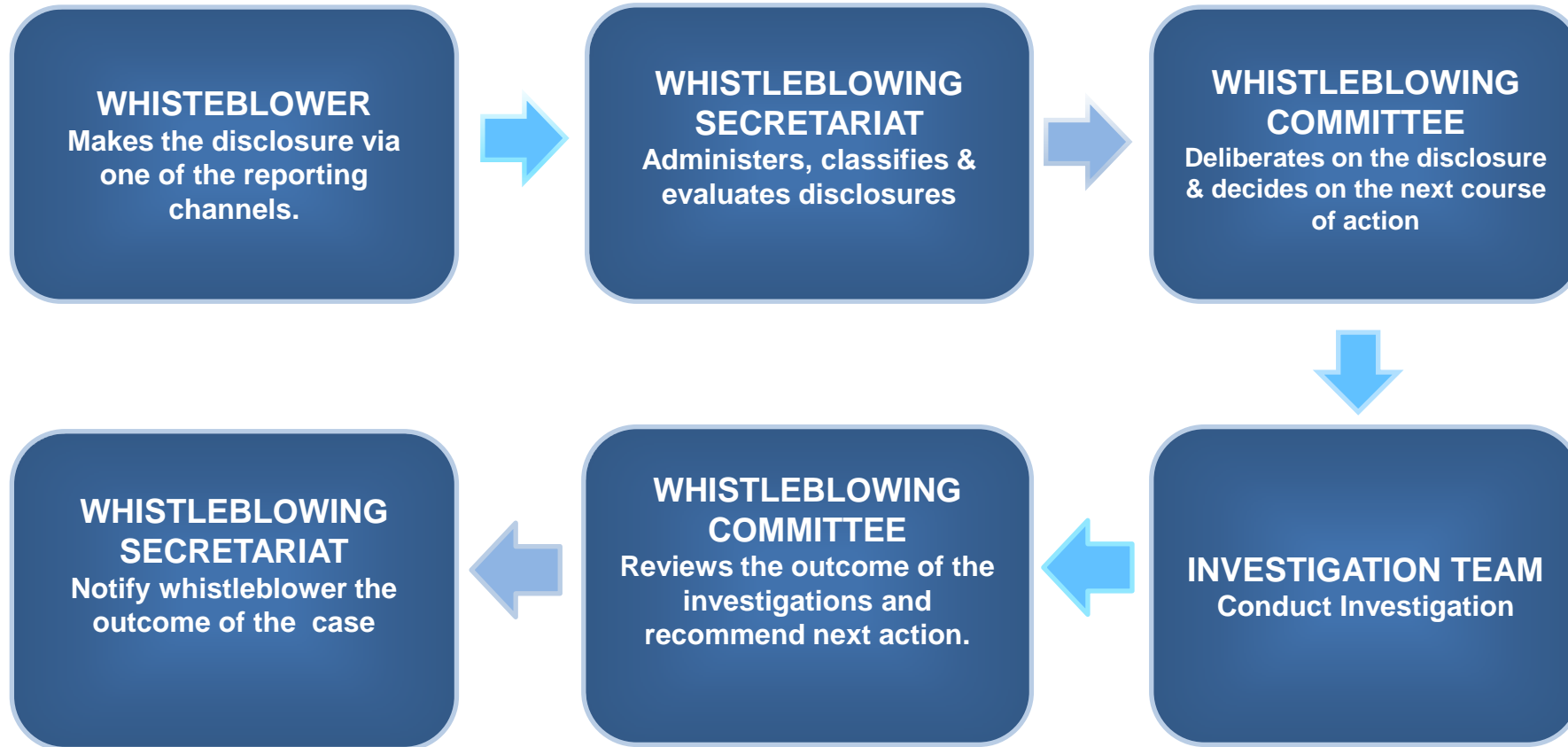
MHB WHISTLEBLOWING CHANNELS OF REPORTING

- ❖ Disclosures can be made to **ANY** of the following reporting channels, in strict confidential manner:-
- ❖ Please fill up the WB form available at [Whistleblowing-Form_English.pdf \(mhb.com.my\)](#) or [Whistleblowing-Form_Malay.pdf \(mhb.com.my\)](#). If you have any concerns, kindly email your concern directly to whistle@mmhe.com.my
- ❖ Submit your concern directly through MHB Whistleblowing e-Form at <http://mhb.com.my/whistleblowing-form>



MHB WHISTLEBLOWING PROCEDURE

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A MEMBER OF MISC GROUP

THANK YOU