



LH PLUS SDN. BHD.

WHISTLEBLOWING POLICY


LH Plus 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, LH Plus provides avenue for all employees of LH Plus and members of the public to disclose any improper conduct within LH Plus.

This policy is to provide an avenue for all employees of LH Plus 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.

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:

- Attempts at unauthorized access;
- Internal conspiracies;
- Fraud;
- Bribery;
- Abuse of Power;
- Conflict of Interest;
- Theft;
- Misuse of Company's Property;
- 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 LH Plus Code of Conduct (Employee Handbook) or any criminal offence under relevant legislations in force. This policy is not to invalidate the Grievance Procedure 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 Employee Handbook shall be operative based on the purpose and objective of their existence.



(Callum Chen)
Chief Executive Officer

Effective Date : January 3rd 2023