

**GLADRON CHEMICALS SDN BHD
RITAMIX SDN BHD
KEVON SDN BHD
("RITAMIX GROUP")**

POLICY STATEMENT

Ritamix Group is committed to promote and maintaining high standards of transparency, accountability, ethics and integrity at the workplace in line with its Integrity, Teamwork and Commitment values. An accountable and transparent workplace provides a mechanism for employees to voice genuine concerns in a responsible and appropriate manner.

OBJECTIVE

This Policy is formulated to help employees and third parties report possible improprieties at the earliest opportunity so that concerns can be raised without fear of reprisal or detrimental action.

SCOPE

Anyone has the right to whistle blow. This Policy applies to all matters involving the Ritamix Group's employees (including former employees and irrespective of nature of employment status), customers and any other stakeholders/persons providing services to Ritamix Group, including consultants, vendors, independent contractors, external agencies and/or any other party with a business relationship with Ritamix Group.

IMPROPER CONDUCT

Improper Conduct is any conduct which, if proved, constitutes a disciplinary action or a criminal offence. These include the following:

- a criminal offence;
- the breach of a legal obligation;
- misuse of the Company's funds or assets;
- a danger to the health and safety of the employees or the public or the environment;
- unsafe work practices or substantial wasting of company resources;
- abuse of power by an officer of the Company; and
- deliberate covering up of/failing to report information tending to show any of the above.
- Engage in bribery activities

RAISING A CONCERN

A disclosure of Improper Conduct may be in electronic e-mail to **hlim2001@gmail.com**. When a disclosure is made orally, the person receiving the disclosure shall, as soon as it is practicable, reduce the same to writing.

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PROTECTION

The Whistleblower or persons connected to him/her shall be protected from any detrimental action as a direct consequence of the disclosure. Additionally, the Whistleblower's identity and such other confidential information shall not be disclosed save with the Whistleblower's consent or otherwise required by law. The protection conferred under this Policy is not affected notwithstanding that the disclosure of the improper conduct does not result in any disciplinary action on the person against whom the disclosure was made.

NOTIFICATION

The Whistleblower shall be informed of the result of any investigation and/or any action taken by the Company in respect of the disclosure in accordance with the Policy.

RESPONSIBILITY OF WHISTLEBLOWER

- (a) Whistleblower makes the disclosure in good faith.
- (b) Whistleblower reasonably believes that the information and allegations are substantially true.
- (c) Whistleblower is not acting for personal gain. If the case involves the complainant's personal interests, it must be informed at the outlet.

Ritamix Group reserves the right to amend this Policy from time to time.