



UNITED PLANTATIONS BERHAD

(Company no. 191701000045 (240-A))

Jendarata Estate • 36009 Teluk Intan • Perak Darul Ridzuan • Malaysia

WHISTLEBLOWER POLICY

Whistleblower Policy

We are committed to high standards of ethical, moral and legal business conduct. This policy aims to provide an avenue for employees, suppliers and other stakeholders to raise concerns and reassurance that they will be protected from reprisals or victimization for whistle blowing. This policy is intended to cover protection for the whistle blower when raising concerns regarding United Plantations Berhad, such as concerns regarding:

- Incorrect financial reporting;
- Unlawful activities including corruption and bribes solicitation and;
- Activities that are not in line with United Plantations Berhad's policy, including the Code of Business Conduct; and
- Activities, which otherwise amount to serious improper conduct.

Safeguards

Harassment or Victimization – harassment or victimisation for reporting concerns under this policy will not be tolerated.

Confidentiality – Every effort will be made to treat the complainant's identity with confidentiality.

Anonymous Allegations – This policy encourages employees, suppliers and other stakeholders to put their names to allegations because appropriate follow-up questions and investigation may not be possible unless the source of the information is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to:

- The seriousness of the issue raised;
- The credibility of the concern; and
- The likelihood of confirming the allegation from attributable sources.

Bad Faith Allegations – Allegations in bad faith may result in disciplinary action.

Information can be provided direct to any of the following persons by telephone or in writing:

Members of the Executive Committee : Y.Bhg. Dato' Carl Bek-Nielsen	Tel No.05-6411411
Mr. Martin Bek-Nielsen,	Tel No. 05-6411411
Mr. Loh Hang Pai,	Tel No. 05-6366261

Chairman of Audit & Risk Committee : Mr. Yap Seng Chong , Tel No. 016-2203399

Company Secretary : Mr. Ng Eng Ho

Address : United Plantations Berhad
Jendarata Estate
36009 Teluk Intan, Perak.