# WHISTLE BLOWING POLICY

PMTSB is committed to conducting its business with integrity, transparency, accountability, and in compliance with all applicable laws, regulations, and the requirements of the Anti-Bribery Management System (ABMS) ISO 37001:2025.

The Company encourages all employees, directors, subcontractors, suppliers, consultants, business associates, and other stakeholders to report any actual, suspected, or attempted misconduct, including bribery, corruption, fraud, unethical behaviour, abuse of authority, conflicts of interest, or violations of Company policies and legal requirements.

The PMTSB is committed to:

- Providing accessible and secure channels for reporting concerns.
- Treating all reports seriously, fairly, and objectively.
- Maintaining confidentiality of information and protecting the identity of whistle blowers to the extent permitted by law.
- Protecting whistle blowers who report concerns in good faith from retaliation, harassment, discrimination, or any other detrimental treatment.
- Ensuring that all reported concerns are appropriately reviewed and investigated.
- Taking corrective, disciplinary, or legal action where misconduct is substantiated.
- Promoting a culture of openness, honesty, and accountability throughout the organization.

No employee or stakeholder will be penalized for making a report in good faith, even if the concern is subsequently found to be unsubstantiated. However, knowingly making false or malicious allegations may result in disciplinary action. **(Whistle blower Protection Act 2010 (Act 711))**

The PMTSB adopts a zero-tolerance approach towards bribery, corruption, fraud, and unethical conduct and expects all personnel and business associates to uphold the highest standards of integrity in all business dealings.

**"Speak Up. Report Concerns. Protect Integrity."**

Approved by:



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Name: RAHANA BINTI MAT GHANI
Managing Director

Effective Date: 3 AUGUST 2026