



BJC Foods (Malaysia) Sdn Bhd

Registration No. 198401002611 (115128-A)

Lot 1, Jalan Pelabur 23/1, Section 23, 40300, Shah Alam, Selangor, Malaysia. Tel: 603-5542 3566 Fax: 603-5542 0131

WHISTLEBLOWING POLICY

BJC Foods (Malaysia) Sdn Bhd conducts its business based on the principles of fairness, honesty, openness, decency, integrity and respect. It strives to foster and maintain an environment where whistleblowers (who may be BJC Foods (Malaysia) Sdn Bhd employees or members of the public) can act appropriately, without fear of reprisal or retaliation. An avenue is provided for whistleblowers who have concerns about any suspected misconduct (including fraud, bribery or corrupt practice, theft, abuse of power, violation of laws and regulations and any intentional act deliberately designed to cause loss to the BJC Group) to come forward and disclose these concerns in good faith without fear of punishment or unfair treatment.

BJC Foods (Malaysia) Sdn Bhd also seeks to address any alleged or attempted acts of interference, reprisal, retaliation, threats, coercion or intimidation against the whistleblowers and to protect the whistleblowers; unless the disclosure is required by law pursuant to an investigation. The report of any misconduct must be made in writing using the Whistleblower Reporting Form as appended below.

All written reports should be sent directly via email: whistleblower@bjcfoods.com.my or by hand to BJC Foods (Malaysia) Sdn Bhd registered office at;

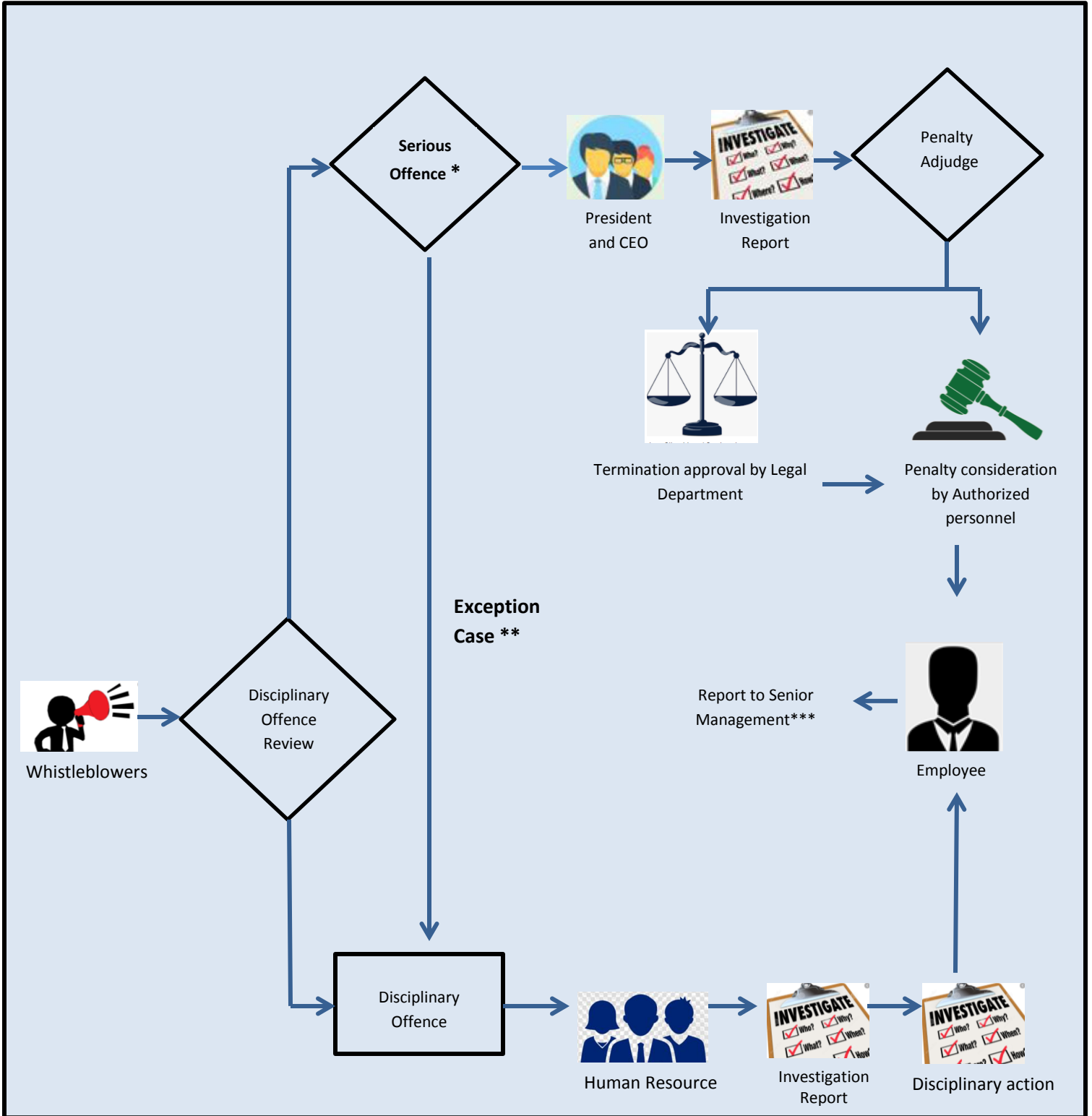
BJC Foods (Malaysia) Sdn Bhd
Lot 1, Jalan Pelabur 23/1, Section 23
40300 Shah Alam
Selangor

All reports will be channelled to the Whistleblowing Committee (WBC) comprising:

1. Dato Sri Aswin Techajareonvikul (President and CEO BJC Group)
2. Khun Tul Wongsuphasawat

BJC Foods (Malaysia) Sdn Bhd recognises that anonymity to whistleblowers who willingly come forward to report a suspicion of misconduct is key to encouraging such reporting. However, to prevent false and malicious reporting, poison letters and abuse of the reporting channel, all whistleblowers must provide sufficient evidence (such as documents, images, footages, audio, email, text message etc.) in their report to facilitate further investigation, failing which credible reasoning/argument must be presented to show that misconduct has taken place.

WHISTLEBLOWING SYSTEM



* Serious Offence - Corruption, Fraudulent, Criminal Offence, Serious Damage, Seriously negligence, Seriously violate rules, Other complication

** Exception including criminal offence which has clear evidence and absent from work more than 3 days which preceding company procedure

*** Senior Management including CEO, President and MD