



THUMBPRINTS® Utd.

WHISTLEBLOWING POLICY

THUMBPRINTS UTD SDN BHD (TP) provide a mechanism for Thumbprints employees to raise serious concerns about misconduct/wrongdoing and get feedback on any action taken as a result. As part of good corporate governance, Thumbprints have establish a whistleblowing policy that provides a system to enables employees and stakeholders acting in good faith to raise concerns and disclose actual or potential wrongdoings or misconduct in the company.

Who should raise a concern?

This whistleblowing policy is applicable to all employees, suppliers, vendors associated stakeholders and the customers of Thumbprints. Employees and stakeholders who raise their concerns in good faith in accordance with this policy are protected from punishments within the limits of the law and assured that all reported cases will be objectively investigated on a best effort basis and appropriate remedial measures taken where warranted.

How to Make a Whistleblowing Report?

Employee and stakeholders have the option to make whistleblowing reports in strict confidence through any of the following channels:

Reporting Mode	Contact Details
Letter	Lot 24, Jalan RP 3, Rawang Perdana Industrial Estate, 48000 Rawang. Attention: Zero Corruption Committee
Electronic mail	bribefree@thumbprints.com.my
Mobile phone	Compliance Officer (+6012-624 5930) Company Chairman (+6012-396 2012)

The monitoring and execution of this whistleblowing procedure will be supervised by Zero Corruption Committee and the Company Chairman.

Whistleblowing Investigation

After receiving the whistleblowing report, it will be investigated by a Zero Corruption Committee and reporting to Company Chairman. If the outcome results in a proven case of misconduct/wrongdoing, disciplinary action shall be instituted against the related employees in accordance with the Company policy.

Thumbprints commits to **ensure all whistleblowing reports will be treated as confidential.**

Subject to any prohibition in law or any legal requirements, the Zero Corruption Committee will inform the whistle-blower that the investigation has been completed and the findings have been finalized by Zero Corruption Committee and Company Chairman.

LIM CHEE YOOG
Managing Director