



Whistle Blowing Policy

1. Purpose of the Policy

The purpose of this policy is to establish clear procedures for employees, contractors, and other stakeholders to report concerns about unethical conduct, illegal activities, or violations of company policies. Lai Pau Construction Sdn Bhd (“the Company” or “LPC”) is committed to maintaining a work environment where all employees can report concerns without fear of retaliation or discrimination.

2. Scope of the Policy

This policy applies to all employees, contractors, consultants, and third parties associated with the Company. It covers the reporting of concerns regarding:

- Fraud, bribery, or corruption
- Criminal offenses or violations of laws and regulations
- Harassment, discrimination, or bullying
- Safety hazards or environmental concerns
- Misuse of company resources or property
- Any other unethical or illegal behaviour that may harm the Company or its stakeholders

3. Policy Statement

LPC encourages employees to report concerns about unethical, illegal, or improper behaviour in the workplace. LPC will protect whistleblowers from retaliation and will take appropriate action to investigate and address any issues raised.

4. Reporting Mechanisms

Employees and stakeholders may report concerns via the following channels:

- Internal and External Reporting:
 - Directly to the employee's manager or supervisor; or
 - To the Human Resources Department

All reports will be treated in strict confidence, and, where possible, anonymous reporting options will be available.



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9. Responsibilities

- Employees: All employees have the responsibility to report concerns about unethical behavior or violations of company policies.
- Managers and Supervisors: Managers and supervisors must ensure that their team members are aware of this policy and encourage a culture of openness.
- Human Resources and Compliance: HR and Compliance teams are responsible for managing reports and ensuring that appropriate investigations are conducted.
- Board of Directors and Management: Management is responsible for overseeing the effectiveness of the whistleblowing policy and ensuring compliance with it.

10. Examples of Whistleblowing Concerns

- Financial fraud, accounting irregularities, or misrepresentation of financial statements
- Conflicts of interest or unethical business practices
- Discrimination, harassment, or bullying in the workplace
- Endangerment to health and safety
- Misuse or misappropriation of company resources
- Environmental or regulatory violations

11. No Abuse of the Policy

This policy is intended to facilitate reporting of genuine concerns, and employees are encouraged to act in good faith when using the whistleblowing process. Abuse of the system for malicious, frivolous, or personal reasons will be subject to disciplinary action.

12. Conclusion

LAI PAU CONSTRUCTION SDN BHD values transparency, integrity, and accountability. This Whistleblowing Policy is a critical part of maintaining a safe and ethical workplace. Employees are encouraged to speak up about any concerns they may have, and LAI PAU CONSTRUCTION SDN BHD is committed to ensuring that such concerns are addressed with care and confidentiality.



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Policy Adoption Date: 28 FEB 2025

Approved by: 