



# **MTAG GROUP BERHAD ANTI-CORRUPTION AND BRIBERY POLICY**

# MTAG

## 1) Title

Anti-Corruption and Bribery Policy (hereinafter referred to as "Policy")

## 2) Purpose

The purpose of this Policy is to:

- (a) set out the responsibilities of MTAG, and of those working for MTAG , in observing and upholding MTAG's position on bribery and corruption; and
- (b) provide information and guidance to those working for MTAG on how to recognize and deal with bribery and corruption issues.

## 3) Our Principles

- 3.1 We conduct all of our business in an honest and ethical manner. MTAG take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our relationships and business dealings wherever we operate and to implementing and enforcing effective system to counter bribery.
- 3.2 We will uphold all laws relevant to countering bribery and corruption. We remain bound by the laws of the Malaysia, including Anti-Corruption Act 1997 (ACT 575), in respect of our conduct both at home and abroad.
- 3.3 Corruption and bribery are criminal offences and are punishable for individuals by up to ten years' imprisonment and unlimited fine, and if the Company is found to have taken part in corruption we could face an unlimited fine and face damage to our reputation.
- 3.4 In this Policy "third party" means any individual or organization we come into contract with at work, and includes actual and potential customers, supplies, distributors, business contacts, agents, advisers, consultants, subcontractors and joint ventures partners.
- 3.5 To address these risks we have taken the following steps:-
  - 3.5.1 Implement an anti-corruption and bribery policy;
  - 3.5.2 Perform regular corruption risk assessment on our operations and review findings;
  - 3.5.3 Take steps to implement training programs for all individual operating in areas of the organization that are identified as high risk; and
  - 3.5.4 Regular review and update to this Anti-Corruption and Bribery Policy.



#### **4) Definitions**

- 4.1 Bribe – Anything of value given in an attempt to affect a person's actions or decision in order to gain or retain a business advantage. Anything of value includes cash, entertainment or others gifts or courtesies.
- 4.2 Corruption – The misuse of a public office or power for private gain or the misuse of private power in relation to business outside the realm of government.
- 4.3 Facilitation Payments – Small sums, unofficial payment made to secure or expedite a routine government action by a government official.
- 4.4 Kickbacks – The return of a sum already paid or due as a reward for awarding or furthering business.

#### **5) Scope**

This Policy applies to all companies within the MTAG Group.

This includes all individual working at all levels and grades, including senior managers, managers, officers, directors, employees (whether full-time, part-time, contract or temporary), consultants, contractors, trainees, seconded staffs, volunteers, interns, agents, sponsors, suppliers, customers, any thirds party and any other person associated with us.

#### **6) Gifts, Entertainment and Hospitality**

6.1 MTAG's policy and practice encourage the use of good judgment, discretion, and moderation when giving or accepting gifts or entertainment in business settings. Gift giving and entertainment practices may vary in different cultures; however, any gifts and entertainment given or received must be in compliance with law, must not violate the giver's and/or receiver's policies on the matter, and be consistent with local custom and practice. We do not solicit gifts, entertainment, or favors of any value from persons or firms with which MTAG actually or potentially does business. Nor do we act in a manner that would place any vendor or customer in a position where he or she may feel obligated to make a gift, provide entertainment, or provide personal favors to do business or continue to do business with MTAG.

6.2 All benefits (including Gifts and Entertainment) must be :-

- 6.2.1 Reasonable in value
- 6.2.2 Infrequent in nature
- 6.2.3 Transparent and open
- 6.2.4 Not given to influence or obtain an unfair advantage
- 6.2.5 Respectful and customary



## **7. Facilitation Payment and Kickbacks**

In many jurisdictions, making Facilitation Payments is illegal. We do not make, and will not accept, Facilitation Payments or Kickbacks of any kind anywhere in the world. Where the facilitation payment is being extorted or you are being coerced to pay it and your safety or liberty is under threat or you feel you have no alternative but to pay for personal or family peace of mind, then pay the Facilitation Payment and report this to your reporting manager or supervisor as soon as possible.

## **8) Donations and Political Contribution**

- 8.1 MTAG does not make charitable donations or contributions to political parties. Whilst employees are permitted to make personal political contributions, MTAG will not make any reimbursement for these personal political contributions back to its employees.
- 8.2 Contributions or donations made by MTAG to community projects or charities need to be made in good faith and in compliance with MTAG Code of Ethics, this Anti-Corruptions Policy and all relevant MTAG's policies and procedures.
- 8.3 MTAG funds, services, property, facilities or employee time cannot be used for or contributed to any political party or candidate for public office without approval by the Chairman/CEO/CFO/GM (Corporate level).

## **9) Procurement Process**

- 9.1 MTAG had processes and adheres to the system of internal controls around supplier selection. Supplier selection should never be based on receipt of a gift, hospitality or payment. When supplier selection is formal, structured invitation for the supply of goods and services (often called a "tender"), it is most important we maintain documentation supporting our internal controls.
- 9.2 A tender process includes an invitation for other parties to make a proposal, on the understanding that any competition for the relevant contract must be conducted in response to the tender, no parties having the unfair advantage of separate, prior, close-door negotiations for the contract where a bidding process is open to all qualified bidders and where the sealed bids are in the open for scrutiny and are chosen on the basis of price and quality.
- 9.3 Due diligence of new suppliers in supplier selection should include elements of corruption including bribery.

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## **10) Responsibilities**

- 10.1 MTAG takes corruption and bribery very seriously. Any violation of this Policy will be regarded as serious matter by the Company and is likely to result in disciplinary action, including termination, consistent with local law.
- 10.2 The Board has oversight of this Policy and the Chairman/CEO/CFO/GM (Corporate level) are responsible for ensuring the compliance with this Policy. Every employee and manager is required to be familiar with and comply with this Policy.
- 10.3 Bribery is a criminal offense. An employee will be accountable whether he/she pays a bribe himself/herself or whether he/she authorizes, assists, or conspires with someone else to violate an anti-corruption or anti-bribery law. Punishment for violating the law are against him/her as an individual and may include imprisonment, probation, mandated community service and significant monetary fines which will not be paid by MTAG.
- 10.4 Employee must notify his/her manager as soon as possible if he/she believes or suspect that a conflict with this Policy has occurred, or may occur in future. For example, if a customer or potential customer offers him/her something to gain a business advantage with us, or indicates to him/her that a gift or payment is required to secure their business.

## **11) Record-keeping**

- 11.1 MTAG must keep financial records and have appropriate internal controls in place which will evidence that business reason for making payments to third parties.
- 11.2 Ensure all expenses claims relating to hospitality, gifts or entertainment incurred to third parties are submitted in accordance with MTAG Reimbursement Policy.
- 11.3 All accounts, invoices, memoranda and other documents and records relating to dealings with third parties, such as customers, supplies and business contracts, should be prepared and maintained with strict accuracy and completeness. No accounts must be kept “off-book” to facilitate or conceal improper payments.

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## **12) Protection**

Workers who refuse to accept or offer a bribe or those who raise concerns or report another's wrongdoing, are sometimes worried about possible repercussions. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this Policy even if they turn out to be mistaken.

## **13) Training and Communication**

- 13.1 All existing workers operating in areas that are perceived as high risk will receive regular, relevant training on how to implement and adhere to this Policy.
- 13.2 Our zero-tolerance approach to corruption and bribery must be communicated to all suppliers, contractors, agents, business and other partners at the outset of our relationship with them and as appropriate thereafter.

## **14) Monitoring and Review**

- 14.1 All workers are responsible for the success of this Policy and should ensure they use it to disclose any suspected danger or wrongdoing.
- 14.2 Internal control systems and procedures will be subject to regular audits to provide assurance that they are effective in countering corruption and bribery.



## APPENDIX 1

### "RED FLAGS"

The following is a list of possible red flags that may arise during the course of your work for us and which may raise concerns under various anti-bribery and anti-corruption laws. The list is not intended to be exhaustive and is for illustrative purposes only. If you encounter any of these red flags while working for us, you must report them promptly to your director supervisor and HR department.

- (a) you become aware that a Third Party engages in, or has been accused of engaging in, improper business practices;
- (b) if the Third Party refuses to divulge adequate information during due diligence procedure;
- (c) you learn that a Third Party has a reputation for paying bribes, or requiring that bribes are paid to them, or has a reputation for having a 'special relationship' with foreign Public Officials;
- (d) a Third Party insists on receiving a commission or fee payment before committing to sign up to a contract with us, or carrying out a government function or process for us;
- (e) a Third Party requests payment in cash and/or refuses to sign a formal commission or fee agreement, or to provide an invoice or receipt for a payment made;
- (f) a Third Party requests that payment is made to a country or geographic location different from where the Third Party resides or conducts business;
- (g) a Third Party requests an unexpected additional fee or commission to 'facilitate' a service;
- (h) a Third Party demands lavish Gifts, Invitations or Hospitality before commencing or continuing contractual negotiations or provision of services;
- (i) a Third Party requests that a payment is made to 'overlook' potential legal violations;
- (j) a Third Party requests that you provide employment or some other advantage to a friend or relative;
- (k) a Third Party requests that you make a political contribution or donation to the party or charity of their choice before agreeing to undertake a business relationship with the Company
- (l) you receive an invoice from a Third Party that appears to be non-standard or customized;
- (m) you notice that we have been invoiced for a commission or fee payment that appears large given the service stated to have been provided;
- (n) a Third Party requests or requires the use of an Agent, intermediary, consultant, distributor or supplier that is not typically used by or known to us; or
- (o) you are offered an unusually generous gift or offered lavish hospitality by a Third Party.