



# **GROUP ANTI-CORRUPTION & BRIBERY POLICY**

Effective Date: November 2025

Prepared By: Head of Human Resource and Administration

Approved By: Board of Directors

Applies To: Rentak Segar Group and all its subsidiaries ("the Group")

# Anti-Corruption & Bribery Policy

## INTRODUCTION

The Board of Directors (“**the Board**”) intends to establish this policy in compliance with the Malaysian Anti-Corruption Commission (Amendment) Act 2018. This policy serves to provide guidance on how to recognize and deal with bribery and corruption issues and act as a deterrence to such practices. This is to promote fair and equitable business practices with business ethics.

## DEFINITION

1. Corruption - a form of dishonesty or criminal offence undertaken by a person or organisation entrusted with a position of authority, to acquire illicit benefit or abuse power for one’s private gain.
2. Bribery - an illegal or unethical gift or lobbying effort presented to influence the recipient’s conduct.

## SCOPE

This policy is applicable to all Directors, officers and employees, full time or part time of all companies within the Group, including all business associates, inter alia, customers, suppliers, consultants and contractors.

## GIFT, ENTERTAINMENT AND HOSPITALITY

1. This policy does not prohibit gift, entertainment and hospitality (“**GEH**”), provided that the GEH is reasonable, appropriate, modest and constitutes bona fide corporate GEH.
2. Non exhaustive examples of acceptable GEH include
  - i. Token gifts offered in business settings or provided to all participants and attendees, for example at work related seminars, conferences, trade and business events;
  - ii. Gifts presented at work related conferences, seminars and/or business events;
  - iii. Gifts given as a gesture of appreciation for hosting business events, conferences and/or seminars;
  - iv. Refreshments or meals provided during meetings or as part of work related conferences and/or seminars, and meals for legitimate business purposes; and
  - v. Corporate gifts, festive gifts or ceremonial gifts.

3. As a general principle, Directors and employees must not give or receive GEH where the intention is to influence the recipient to obtain or retain business, or where the GEH is given or received in exchange for any advantage or benefit. Lavish or unreasonable GEH must also not be given or received, as it may be perceived as an attempt to secure an advantage or benefit.
4. Directors and employees should exercise care when giving or receiving GEH, as it may be interpreted as an improper influence on the recipient's decision making. Accordingly, the intention and surrounding circumstances of the GEH should always be considered.

## **RESPONSIBILITIES**

1. The Group takes corruption and bribery very seriously. Any violation of this Policy will be regarded as serious matter by the Group and is likely to result in disciplinary action, including termination of service, consistent with local law.
2. For external business associates, the Managing Director would decide whom shall be required to sign the declaration based on his judgment as the case maybe.
3. The Audit Committee Chairman and Managing Director are responsible for checking and monitoring the compliance with this Policy. Every Directors, officers and employee is required to be familiar with and comply with this Policy.
4. 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 is against him/her as an individual and may include imprisonment, probation, mandated community service and significant monetary fines which will not be borne by the Group.

## MONITORING AND REPORTING

1. All Directors, officers and employees are responsible for the success of this Policy and should ensure they use it to disclose any suspected danger or wrongdoing.
2. Any suspected breach of this policy shall be reported to the following personnel, as relevance
  - i. The Human Resource Assistant Manager: muhaini@rentaksegar.com.my
3. The whistle blower will be protected under the Group's Whistle Blowing Policy.

THE ANTI-CORRUPTION & BRIBERY POLICY HAS BEEN ADOPTED BY THE BOARD ON

*Approved by:*



---

Datuk Wira Ir. Ts. Haji Fadzley bin Halmen  
Board of Director



---

Aw Yong Chee Shyong  
Board of Director