



## **POLICY ON WHISTLE BLOWING**

- 1 CMS is committed to high standards of ethical, moral and legal business conduct. Any Employee can 'blow the whistle' concerning violations to the policy and make a formal confidential disclosure through feedback, reports or complaints to a member of the Designated Authority (DA) (defined as Group Managing Director, Group Chief Operating Officer, Group Chief Financial Officer or Senior General Manager – Group Human Resources who will refer to the Board of Directors / Group Audit Committee) pertaining to a suspected misconduct such as fraud, misappropriation, abuse of authority, corrupt practices or any other form of contravention or non-compliance with Company policies and procedures, including breach of any terms of the Employee Handbook or any regulatory infringement that may be detrimental to the interest of the Company. Employees are encouraged to raise serious concerns and speak up if any actual, planned or potential behaviour / action that is illegal or unethical is suspected.
- 2 Where an Employee, acting in good faith, has reasonable grounds to suspect misconduct as stated in the preceding paragraph, he may submit a written or verbal report, in strict confidence, to the DA. The DA or his representative shall make a preliminary assessment of the allegation in order to establish a case. If the case is worthy to be investigated, the DA shall appoint, in a confidential manner, an Investigating Officer (IO) to initiate a formal investigation per Section 7.23 of the GLOA.
- 3 Any allegation which cannot be substantiated and which prove to have been made with malicious intent or knowingly to be false will be viewed as a serious disciplinary offense on the part of the whistleblower.
- 4 For protection of the whistleblower, the DA or his representative shall, at all times, keep the confidentiality of the whistleblower's identity (which shall not be revealed without his expressed consent) so as to protect him from any potential reprisals by the suspect or his associates and related parties. The Company shall not tolerate any form of victimisation of an Employee who speaks out and acts in good faith. At the sole discretion of the Company, a reward may be payable to a deserving whistleblower.