

Policy Statement

Whistleblowing Policy.

Reni Group of Companies is committed to the highest standards of ethical, moral, and legal conduct and to sound corporate governance.

What You Can Report

Bribery and corruption; fraud; misuse of company funds or assets; money laundering; financial irregularity; breach of procedures or the Code of Conduct; risks to health, safety or the environment; and harassment. This list is not exhaustive.

Secure Reporting Channels

Report to the Anti-Bribery Function, in confidence, through any of the following channels:

- Email: renihushlette@gmail.com
- In writing, marked 'Private & Confidential': Anti-Bribery Function, c/o Reni Pioneer, No. 14A, Jalan Putri, Taman Segamat Jaya, Buloh Kasap, 85010 Segamat, Johor, Malaysia
- Online (Contact us): www.renigroups.com

Reports may be made openly or anonymously; all reports, including anonymous ones, are investigated as far as possible. Where a report concerns the Director, it is escalated to Top Management (COO) to ensure impartiality.

Safeguard Against Abuse

Protection does not extend to reports made maliciously, knowingly false, or for personal gain. Such conduct is treated as gross misconduct and may lead to disciplinary action, up to and including dismissal.



Who Can Report

Employees (including contract and temporary staff), directors, ex-employees, financiers, customers, shareholders, and vendors, agents, contractors, suppliers, advisors, consultants and auditors.

Protection to Whistle-blower

- A whistle-blower who reports in good faith and on reasonable grounds is protected from harassment, victimisation, dismissal, disciplinary action or any other retaliation, even if the report later proves inaccurate.
- Anonymous reporting is recognised, and retaliation against a good-faith whistle-blower is itself a disciplinary offence.
- All reports are treated as confidential.
- Every effort is made to protect the whistle-blower's identity, consistent with the need to conduct an adequate investigation, unless disclosure is required by law.
- Reni Group will not tolerate any form of retaliation against a person who raises a genuine concern in good faith.
- If you are unsure whether a matter falls within this policy, seek guidance from the Anti-Bribery Function or Integrity Officer.
- Reni Group is committed to protecting the privacy of everyone involved, in accordance with applicable law.

Records & Review

Whistleblowing records are kept confidential and retained for a minimum of seven (7) years. This policy is published on Reni Group's website, communicated internally, and reviewed annually.

SURESH KUMAR BALAKRISHNAN
DIRECTOR, RENI GROUP OF COMPANIES