

## **JCBNEXT BERHAD**

**Registration No. 200401002875 (641378-W)**

### **ANTI-BRIBERY AND CORRUPTION POLICY**

#### **1. INTRODUCTION**

JcbNext Berhad (“JcbNext”) and its subsidiaries (collectively referred to as the “Group”) is proud of the values with which it conducts business. It has and will continue to uphold the highest levels of business ethics and personal integrity in all types of transactions and interactions. The Group adopts a “zero-tolerance approach” towards any form of bribery and corruption in conducting its business. The Group will take reasonable and appropriate measures to ensure that its businesses do not participate in corrupt activities for its advantage or benefit. This Anti-Bribery and Corruption Policy (“Policy”) sets out the parameters to help prevent, detect and address the occurrence of bribery and corrupt practices in relation to the businesses of the Group. This Policy is supplemental to, and shall be read in conjunction with the Code of Business Conduct & Ethics of JcbNext.

#### **2. DEFINITION OF BRIBERY AND CORRUPTION**

Bribery is the offering, promising, giving, accepting or soliciting of an advantage as an inducement for action which is illegal, unethical or a breach of trust. A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory or personal advantage and can take the form of gifts, loans, fees, rewards or other advantages. Corruption is the abuse of entrusted power for private gain.

#### **3. SCOPE**

The Policy is applicable to all Directors and Employees of the Group (whether temporary, fixed-term or permanent) and any third parties performing work or services for or on behalf of the Group including but not limited to partners, contractors, sub-contractors, vendors, suppliers, service providers and consultants. Directors, employees, and third parties are referred to herein collectively as the “Covered Parties.”

Each Covered party has a duty to read and understand the Policy. If a Director requires further clarification on the Policy, the Director may liaise with the Chairman of the Board or the Chief Executive Officer (“CEO”), whereas for an Employee, the Employee may refer or highlight any concerns to the immediate superior, Head of Department or the Compliance Officer.

#### **4. OBJECTIVE**

The objective of the Policy is to provide information and guidance to all Covered Parties on standards of behaviour to which they must adhere to and how to recognise as

well as deal with bribery and corruption. The Policy is not intended to be exhaustive, and there may be additional obligations that Covered Parties are expected to adhere to or comply with when performing their duties. For all intents and purposes, the Covered Parties shall always observe and ensure compliance with all applicable laws, rules and regulations to which they are bound to observe in the performance of their duties. No employee will suffer demotion, penalty or other adverse consequences for refusing to pay bribes, even if such refusal may result in the Group losing business.

## **5. GUIDANCE ON COMMON FORMS OF BRIBERY AND CORRUPTION**

### **5.1 Gifts and Hospitality**

This Policy does not prohibit normal business hospitality, so long as it is reasonable, appropriate, modest and bona fide corporate hospitality.

Some examples of acceptable gifts and/or benefits are as follows:-

- (a) token gifts offered in business situations or to all participants and attendees for example, work related seminars, conferences, trade and business events;
- (b) gifts presented at work-related conferences, seminars and/or business events;
- (c) gifts given in gratitude for hosting business events, conferences and/or seminars;
- (d) refreshments or meals during meetings or as participants of work-related conferences and/or seminars;
- (e) meals for business purposes; and
- (f) token customary gifts during festive time.

As a general principle, the Directors and Employees should not accept or give a gift to a third party if it is made with the intention of influencing the third party to obtain or retain business, or in exchange for favours or benefits. In addition, lavish or unreasonable gifts or hospitality are not acceptable as such gifts or hospitality may be perceived or interpreted as attempts by the Directors or Employees to obtain or receive favourable business treatment for personal benefits. The Directors and Employees should be mindful in giving or receiving gifts or hospitality as it could be perceived as a way of improperly influencing the decision making of the recipient. Hence, the intention behind the gifts or hospitality should always be considered.

### **5.2 Facilitation Payments To Officer of Public Body<sup>N1</sup>**

Facilitation payments are unofficial payments or other advantages made to secure or expedite the performance of a routine action by an officer of public body. Directors or Employees shall not promise or offer, or agree to give or offer, facilitation payments to an officer of any public body. However, there could arise circumstances in which the Directors or Employees have no alternative but to make a facilitation payment in order to protect themselves from injury, loss of life or liberty. Any request for facilitation payment under such circumstances should be reported immediately to the superior or Head of Department.

<sup>N1</sup> Public Body as defined in Section 3 of Malaysian Anti-Corruption Commission Act 2009

### **5.3 Third Parties and Agencies**

All third parties, including agents, suppliers and joint venture partners should be made aware of this Policy and the arrangements with them shall be subject to clear contractual terms, including specific provisions requiring them to comply with minimum standards and procedures relating to bribery and corruption, as defined in this Policy.

#### **5.4 Political Contribution**

The Group shall remain apolitical or neutral. As such, the Directors or Employees acting on behalf of the Group shall not make contributions to any political parties or candidates.

#### **5.5 Charitable Contribution**

Charitable support and donations are acceptable (and indeed are encouraged), whether of in kind services, knowledge, time, or direct financial contributions. However, Directors and Employees must be careful to ensure that charitable contributions are not used as a scheme to conceal bribery. No donation can be offered or made without the prior approval of the Head of Department or CEO. The records of all charitable contributions shall be kept by the Chief Financial Officer.

### **6. RECORD-KEEPING**

It is important that proper and complete records be maintained of all payments made to third parties in the usual course of business as these would serve as evidence that such payments were bona fide, and not linked to corrupt and/or unethical conduct. All accounts, invoices, documents and records relating to dealings with third parties, such as clients, suppliers and business contacts, should be prepared and maintained with accuracy and completeness. Employees must declare all hospitality or gifts accepted or offered, and submit details to the person in-charge who is assigned by the respective Division/Department for recording into a register which will be subject to internal audit review. Employees must also ensure that all expense claims relating to hospitality, gifts or expenses incurred to third parties are approved by the Head of Department and must be specifically recorded the reason for such expenditure.

### **7. COMPLIANCE TO THE LAW**

The Group will comply with all applicable laws, rules and regulations of the governments, commissions and exchanges in jurisdictions within which the Group operates. Directors and Employees are expected to understand and comply with the Malaysian Anti-Corruption Commission Act 2009 (including any amendment thereof). The Group reserves the right to report any actions or activities suspected of being criminal in nature to the police or other relevant authorities.

### **8. TRAINING AND AWARENESS**

JcbNext shall conduct an awareness programme for all its employees and directors on the Company's position regarding anti-bribery and corruption, integrity and ethics. On an annual basis or for new employees during onboarding, they shall certify that they have read, understood and will comply with this policy. A sample declaration can be found in the Appendix of this Policy. Regular refresher training or communication should be carried out to emphasize the importance of complying to this Policy and other related policies of JcbNext. The declaration and records for such training or communication should be kept by the Human Resource Administrator.

## **9. REPORTING KNOWN OR SUSPECTED VIOLATION**

Anyone who knows of, or suspects, a violation of the Policy, is encouraged to whistle blow or report the concerns by sending a report to [jcbwhistle@gmail.com](mailto:jcbwhistle@gmail.com), as set out under the Group's Whistle Blowing Policy. The provision, protection and procedure of the Whistle Blowing Policy for reporting of the violations of the Policy are available on the JobNext website. No individual will be discriminated against or suffer any sort or manner of retaliation for raising genuine concerns or reporting in good faith on violations or suspected violations of the Policy. All reports will be treated confidentially.

## **10. ACCOUNTABILITY FOR VIOLATIONS**

If the Company's Audit and Risk Committee or its designee determines that this Policy has been violated, the offending Covered Party may be disciplined for non-compliance with penalties up to and including removal from office or dismissal. Such penalties may include written notices to the individual involved that a violation has been determined, censure by the Audit and Risk Committee, demotion or re-assignment of the individual involved and suspension with or without pay or benefits. Violations of this Policy may also constitute violations of law and may result in criminal penalties and civil liabilities for the offending Covered Party and the Group. All Covered Parties are expected to cooperate in internal investigations of misconduct.

The Group reserves the right to terminate any relationships with any third party for any breaches of this Policy.

## **11. REVIEW OF THE POLICY**

Regular audits should be carried out to ensure compliance of this Policy and for continuous improvements.

The Board will monitor compliance with the Policy and review the Policy regularly to ensure that it continues to remain relevant and appropriate.

## Staff Declaration Form

I, \_\_\_\_\_, hereby declare that I have read and understood JobNext's Anti-Bribery and Corruption Policy. I will comply with the requirements and provisions set out in the Policy.

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Name:

Title: