



ORIENTAL FOOD INDUSTRIES HOLDINGS BERHAD
(Company No. 389769-M)

ANTI-BRIBERY AND CORRUPTION POLICY

PURPOSE

The purpose of this policy is to establish controls to ensure compliance with all applicable anti-bribery and corruption regulations, and to ensure that the Company's business is conducted in a socially responsible manner.

POLICY STATEMENT

Bribery is the offering, promising, giving, accepting or soliciting of an advantage as an inducement for action which is illegal 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.

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.

We will uphold all laws relevant to countering bribery and corruption and remain bound by the laws in Malaysia in respect of our conduct both at home and abroad.

SCOPE

This policy applies to all individuals working at all levels, including directors, managers, head of departments, employees (whether permanent, fixed-term or temporary), trainees, interns, or any other person associated with us, or any of our subsidiaries or their employees, wherever located (collectively referred to as employees in this policy).

BRIBES

Employees must not engage in any form of bribery, either directly or through any third party.

GIFTS AND HOSPITALITY

The Group has issued a notice to all business partners that it does not accept any form of gift at any time including during the festive season.

Employees shall not accept any gift or hospitality from any business partners whether it's in cash or in kind (gifts, invitation for meals etc.) and/or where there is any suggestion that a return favour will be expected or implied.

Where the employee is uncertain how to handle the situation and/or thinks it is not appropriate to decline the offer of a gift, then approval must be sought from the Group Managing Director or Group Executive Director.

All gifts from business partners delivered to the Company although directed to the employees have to be surrendered and declared to the Management.

HOW TO RAISE A CONCERN

You are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage. If you are unsure whether a particular act constitutes a misconduct, or if you have any other queries or concerns, these should be raised through the process stipulated in the Company's Whistle Blowing Policy or Fraud Policy.