

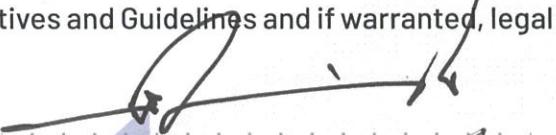


ANTI-BRIBERY & CORRUPTION

Policy

As one of the largest integrated healthcare companies in Malaysia, Pharmaniaga is committed to comply with all regulatory conditions and anti-bribery standard, in relation to the Top Management roles i.e. Risk Assessment; Undertake Control Measures; Systematic Review, Monitoring & Enforcement; and Training & Communication;

- ☒ Upholds a zero-tolerance approach to bribery and corruption such as extortion, collusion, breach of trust, abuse of power, embezzlement, and fraud in achieving the Anti Bribery Management System' (ABMS) Objectives;
- ☒ Complies with laws and regulations against bribery and corruption practices;
- ☒ Upholds anti-bribery and corruption principles in all business dealings and interactions with external parties, including business partners, government agencies and stakeholders;
- ☒ Encourages raising concerns in good faith, or on the basis of a reasonable belief in confidence, without fear of reprisal;
- ☒ Establishes and continuously improve the ABMS;
- ☒ Upholds the values of transparency and good corporate governance within the organization;
- ☒ Establishes an independent body to be responsible for anti-bribery and corruption compliance of the organization, and;
- ☒ Subjects all employees who do not comply with this anti-bribery and corruption policy to disciplinary actions in accordance with the Company's Policies, Procedures, Directives and Guidelines and if warranted, legal action based on the applicable laws.


IZADDEEN DAUP
Chairman
Pharmaniaga Berhad
Date : 5 April 2023

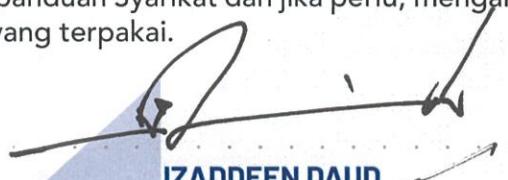


ANTI-RASUAH & KORUPSI

Polisi

Sebagai sebuah Syarikat perkhidmatan kesihatan bersepadu terbesar di Malaysia, Pharmaniaga komited dalam mematuhi undang-undang dan standard anti-rasuaah yang melibatkan komitmen dan peranan pihak Pengurusan Kanan iaitu; Penilaian Risiko; Langkah Kawalan; Semakan Secara Sistematik, Pemantauan & Penguatkuasaan dan Komunikasi & Latihan;

- ☒ Berpegang teguh kepada pendekatan sifar toleransi terhadap rasuaah dan korupsi seperti peras ugut, pakatan sulit, pecah amanah, penyalahgunaan kuasa, penyelewengan dan penipuan untuk mencapai Objektif Sistem Pengurusan Anti Rasuaah (ABMS);
- ☒ Mematuhi undang-undang dan peraturan pencegahan rasuaah dan amalan korupsi;
- ☒ Menegakkan prinsip anti-rasuaah dan korupsi dalam segala urusan perniagaan dan interaksi dengan pihak luar, termasuk rakan niaga, agensi kerajaan dan pihak pemegang taruh;
- ☒ Menggalakkan pendedahan maklumat dengan niat baik atau atas dasar kepercayaan munasabah dengan penuh keyakinan tanpa rasa takut akan tindakan balas;
- ☒ Membentuk dan menambahbaik sistem ABMS secara berterusan;
- ☒ Memartabatkan nilai ketelusan dan tadbir urus korporat yang baik dalam organisasi;
- ☒ Menubuhkan badan bebas yang bertanggungjawab untuk memastikan pematuhan organisasi terhadap dasar anti-rasuaah serta korupsi dan;
- ☒ Mengambil tindakan disiplin ke atas kakitangan yang tidak mematuhi polisi anti-rasuaah dan korupsi sebagaimana yang termaktub di dalam polisi, prosedur, arahan dan garis panduan Syarikat dan jika perlu, mengambil tindakan berdasarkan undang-undang yang terpakai.



IZADDEEN DAUD
Pengerusi
Pharmaniaga Berhad
Tarikh: 5 April 2023