UNITED PLANTATIONS BERHAD

WHISTLEBLOWER POLICY

We are committed to high standards of ethical, moral and legal business conduct. This policy aims to provide an avenue for employees, suppliers and other stakeholders to raise concerns and reassurance that they will be protected from reprisals or victimization for whistleblowing.

This policy is intended to cover protection for the whistleblower when raising concerns regarding United Plantations Berhad, such as concerns regarding:

- Incorrect financial reporting;
- Unlawful activity;
- Activities that are not in line with United Plantations Berhad policy, including the Code of Business Conduct; and
- Activities, which otherwise amount to serious improper conduct.

Safeguards

*Harassment or Victimization* – harassment or victimization for reporting concerns under this policy will not be tolerated.

*Confidentiality* – Every effort will be made to treat the complainant’s identity with confidentiality.

*Anonymous Allegations* – This policy encourages employees, suppliers and other stakeholders to put their names to allegations because appropriate follow-up questions and investigation may not be possible unless the source of the information is identified. Concerns expressed anonymously will be explored appropriately, but consideration will be given to:

- The seriousness of the issue raised;
- The credibility of the concern; and
- The likelihood of confirming the allegation from attributable sources.

*Bad Faith Allegations* – Allegations in bad faith may result in disciplinary action.
Information can be provided direct to any of the following persons by telephone or in writing:

Members of the Executive Committee: Y.Bhg. Dato’ Carl Bek-Nielsen Tel. No. 05-6411411
                                  Mr. Ho Dua Tiam
                                  Mr. Martin Bek-Nielsen
                                  Mr. Loh Hang Pai
                                  Tel. No. 05-6366261

Company Secretary: Mr. Ng Eng Ho Tel. No. 05-6411411

Address: United Plantations Berhad
          Jendarata Estate
          36009 Teluk Intan
          Perak

Dato’ Carl Bek-Nielsen
Chief Executive Director
2 May 2017