

Whistleblowing Policy

Policy Statement

SkyWorld Development Group (“SkyWorld”) is committed to the highest standard of integrity, openness and accountability in the conduct of its businesses and operations. Recognizing the above, SkyWorld has in place an avenue for all employees of SkyWorld and members of public to disclosure of any improper conduct within SkyWorld.

Objective of the Policy

- Provide employees and stakeholders with a transparent and proper internal reporting channels and guidance to disclose any improper conduct or wrongdoing within SkyWorld.
- To promote alignment with the Whistleblower Protection Act 2010, and this policy should be read together with SkyWorld’s Code of Business Conduct.

Scope of the Policy

Improper Conduct includes, but not limited to:

- Fraud, theft, embezzlement or misappropriation of company funds or assets;
- Bribery, corruption or money laundering;
- Conflict of interest;
- Unauthorized disclosure or use of confidential information of Company;
- Misuse of SkyWorld properties, assets or resources;
- Any other conduct which may cause loss to SkyWorld, or otherwise detrimental to the interests of shareholders, customers and the public;
- Sexual Harassment
- Criminal breach of trust, abuse of power and position or blackmail;
- Breach of SkyWorld’s Code of Business Conducts or other SkyWorld policy;
- Non-compliance with laws, regulations, requirements of statutory bodies or public policies.

Protection & Exclusion of Whistleblower

Confidentiality of identity. All reports or disclosure or such other details shall be kept confidential.

Assurance against reprisal or retaliation, and immunity from disciplinary action, provided:

- Only genuine concerns are reported, and the report is made in good faith and the whistle-blower does not provide false or misleading information knowingly, negligently or recklessly in the report.
- The disclosure is not made with malicious intent or ill will.
- The disclosure is not frivolous or vexatious; and
- The report is not made for personal gain or agenda.

Disclosure Procedures and Channel

Disclosure shall be in writing by send in email or letter containing following information:

- Details of the person(s) involved;
- Brief summary of the allegation;
- Date(s) or place(s) of the allegation;
- Other relevant information if any

Channel and escalation of Whistleblowing:



**Employee has option to report to FAcE or Talents.*

Speak
UP!