



SARAWAK ECONOMIC DEVELOPMENT CORPORATION

ABMS PROCEDURE

WHISTLEBLOWING POLICY

ISSUED TO

IRM

REVISION NO.

3

DATE

12 January 2026

DOCUMENT NO.: AP-SEDC-03

ORIGINAL DOCUMENT

	PREPARED BY:	APPROVED BY:
SIGNATURE		
NAME	Khartini binti Johari	Hajah Rakayah binti Hamdan
DESIGNATION	Head, Group Integrity & Risk Management	General Manager, SEDC
DATE	12 January 2026	12 January 2026



Whistleblowing Policy

**Prepared by:
Group Integrity & Risk Management (IRM)**

TABLE OF CONTENTS

NO.	TITLE	PAGE NO.
1	Policy Statement	1
2	Objective of the Policy	1
3	Scope of the Policy	1
4	Applicability of the Policy	1
5	Procedure in Making a Disclosure	2
6	Protection to Whistleblower	2
7	Anonymous Whistleblower	2
8	Notification	2
9	Referral to Authorities	3
10	Review and Update	3
	Appendix A - Revision History Sheet	4

WHISTLEBLOWING POLICY

1. Policy Statement

SEDC is committed to the highest standard of integrity, openness and accountability in the conduct of its businesses and operations. It aspires to conduct its affairs in an ethical, responsible and transparent manner.

Recognising the above-mentioned values, SEDC provides avenue for all employees of SEDC Group and members of the public to disclose any improper conduct within SEDC Group/involved SEDC Group Leadership Team and Staff.

2. Objective of the Policy

This policy is to provide an avenue for all employees of SEDC Group and members of the public to disclose any improper conduct in accordance with the procedures as provided for under this policy and to provide protection for employees and members of the public who report such allegations.

3. Scope of the Policy

This policy is designed to facilitate employees and members of the public to disclose any improper conduct (misconduct or criminal offence) through internal channel. Such misconduct or criminal offences include the following:

- i. Fraud
- ii. Bribery
- iii. Abuse of Power
- iv. Conflict of interest
- v. Theft or embezzlement
- vi. Misuse of Company's Property
- vii. Non-Compliance with Procedure

The above list is not exhaustive and includes any act or omissions, which is proven, will constitute an act of misconduct under "Kod Budaya Kerja SEDC", Anti-Bribery and Corruption Policy (ABC Policy) and SEDC Code of Business Ethics (SCOBEE) or any criminal offence under relevant legislations in force.

4. Applicability of the Policy

Subject to the requirement of applicable local jurisdiction, this policy applies to all Board Members, Directors and employees of SEDC and its subsidiary Companies. This policy also applies to members of the public, where relevant.

5. Procedure in Making a Disclosure

All disclosures are to be channelled in accordance with the procedures as provided under this policy.

Report on improper conduct can be submitted using **Borang Aduan Salah Laku Integriti (BAI)** via:

1. Email: integrity@sedc.my

2. Mail:

Head, Group Integrity & Risk Management
Level 3, Menara SEDC
P.O. Box 400
No.2, The Isthmus
93050, Kuching, Sarawak

3. Online Form: <https://www.sedc.com.my/integrity-complaints>

6. Protection to Whistleblower

A whistleblower will be accorded with protection of confidentiality of identity, to the extent reasonably practicable. In addition, an employee who whistleblows internally will also be protected against any adverse and detrimental actions for disclosing any improper conduct committed or about to be committed within SEDC, to the extent reasonably practicable, provided that the disclosure is made in good faith.

7. Anonymous Whistleblower

Any anonymous disclosure will not be entertained. Any employee or member of the public who wishes to report improper conduct is required to disclose their identity to SEDC in order for the Corporation to accord necessary protection to him/her. However, the Corporation reserves its right to investigate into any anonymous disclosure.

8. Notification

Upon the completion of the whistleblowing process and procedures, the whistleblower will be accorded the privilege to be notified on the outcome of the disclosure.

9. Referral to Authorities

SEDC shall refer to relevant authorities in the event there is any violation of laws involving its Board Members and/or top management, employees and stakeholders.

10. Review and Update

The Whistleblowing Policy is subject to a review every five (5) years and will be updated and revised accordingly. Amendments to the policy will be tabled to the SEDC Board. Notwithstanding the periodic review, amendments to the policy can be made anytime, as and when required.

Changes or amendments to the policy will be tracked using the Revision History Sheet. Refer **Appendix A**.

APPENDIX A

Revision History Sheet		
Date	Subject	Remarks
12.11.2021	Cover page	Add: Cover page
12.11.2021	Applicability of the policy	Add: ...including Board Members in paragraph 1.
12.11.2021	Scope of the policy	Add: ...Anti-Bribery and Corruption Policy (ABC Policy) and SEDC Code of Business Ethics (SCOBE) in paragraph 2.
12.11.2021	Procedure in Making a Disclosure	Add: Report on improper conduct can be submitted using Borang Aduan Salah Laku Integriti (BAI) via: 3. Email: integrity@sedc.my 4. Mail: Ketua, Unit Integriti & Pengurusan Risiko (IRMU) Aras 3, Menara SEDC P.O. Box 400 Lot 2878, The Ithmus Off Jalan Bako 93050, Kuching, Sarawak 4. Online Form: https://www.sedc.com.my/integrity-complaints
12.11.2021	Review and Update	Add: Review and Update section in the policy
17.8.2022	Cover page	Change of new logo
12.7.2023	Front page	To delete: November 2021
12.7.2023	Cover page	To delete: Old SEDC logo To add: New SEDC logo

Revision History Sheet		
Date	Subject	Remarks
12.7.2023	Page 2: Item 5- Procedure in Making a Disclosure (item no.2: mail)	To delete: Lot 2878, Ithmus, Off Jalan Bako To add: No. 2, Isthmus
4.3.2024	Cover page	To delete: Old SEDC logo To add: New SEDC logo
19.8.2025	Page 3	Add on policy: No 9 Referral of authorities