

Anti-Bribery & Corruption Policy

Zero tolerance for bribery and corruption.

Our position

MEINHARDT EPCM SDN. BHD. (referred to as Meinhardt) has adopted a zero-tolerance approach towards bribery and corruption by implementing Anti-Bribery Management Systems (ABMS). Meinhardt promotes good governance and integrity in carrying out its business operations, in line with its core values: Client Satisfaction, Engineering Excellence, Professional Culture, Our People, Operations, Growth and Profit.

Our commitments

- Uphold the highest standards of ethical conduct, integrity and accountability, and strive to prohibit bribery, corruption and unethical practices in all forms.
- Comply with the Malaysian Anti-Corruption Commission Act 2009 (Act 694) and applicable laws, rules, regulations, policies and procedures, by inculcating integrity, transparency and accountability in all aspects of the business.
- Promote integrity and good corporate governance in all business dealings, in line with the purpose of the organisation.
- Create a framework within the business environment to set, review and achieve the ABMS objectives.
- Encourage transparent, ethical conduct and carry out appropriate due diligence on personnel, business associates and business operations, to satisfy ABMS requirements.
- Provide channels for all employees and business associates to report suspected corrupt practices in good faith through Meinhardt's Whistleblowing Procedure, in line with the Whistleblower Protection Act 2010 (Act 711), without fear of retaliation or reprisal.
- Maintain, retain and periodically review the effectiveness of the manual, policy and objectives, and continually improve the effectiveness and efficiency of the ABMS.
- Establish the Integrity and Governance Compliance Department (IGCD) to report to the Governing Body on any matter, or any party proven guilty of involvement in corrupt practices, and to lead and monitor ABMS compliance.

Who must comply

Meinhardt ensures that its board of directors, personnel, business associates and any party who performs work or services for or on behalf of Meinhardt engage with, read, understand and comply with this Policy. Non-compliance or violation may result in disciplinary action in accordance with Meinhardt's policies, procedures, directives and guidelines, and/or legal proceedings against those involved.

Report a concern

All disclosures of improper conduct within Meinhardt are channelled in accordance with Meinhardt's Whistleblowing Policy and Procedural Manual. Misconduct can be reported by submitting the Whistleblowing Incident Report Form.

Integrity and Governance Compliance email: **Integrity.EPCM@meinhardtgroup.com**

Reports made in good faith are protected under the Whistleblower Protection Act 2010 (Act 711).