

ACKNOWLEDGEMENT

With reference to: **ABAC-PCY-01 Anti-Bribery and Anti-Corruption (ABAC) Policy**

I have had an opportunity to read and understand the policy shared by Human Resource. I understand the policy is subject to change as situations warrant at the discretion of the Company. I understand changes may supersede, modify, or eliminate existing policy and I understand I am expected to carefully read the policy, procedures, company memos, updates and reminders shared by Human Resource. I will raise question if I do not fully understand its contents.

I will abide by the requirements and provisions set out in the said Policy which shall be read together and forms part of my employment contract. I agree to the Company's zero-tolerance approach to bribery and corruption and the possible actions of:

- a) Dismissal
- b) Legal action by the Company
- c) the Company filing a police report
- d) the Company filing a report to MACC

that may be taken against me for wrongful declaration and/or breach of the abovementioned policy.

I also understand that to have assisted or facilitated the violation of the Policy, whether actively or by way of negligence or omission, will also be deemed to have violated the Policy and may be liable for the actions stated above. I agree to abide to and participate fully in the implementation of the procedure. I agree to report any lack or potential lack of compliance known to me.

Acknowledged and Agreed by,

Name:

I.C.:

Position:

Date: