

THIRD PARTY INTEGRITY DECLARATION

I/Our company, Registration/NRIC No.:
..... (hereinafter referred to “I” for individuals, or “Company”
which includes its director, officers and employees) intend to/will be/has entered into a Business
Transaction(s)* with Kumpulan Fima Berhad and or its subsidiaries (collectively, “FIMA Group”)
hereby:

1. PLEDGE AND UNDERTAKE THAT:

- a) I/we have read and understood, agree, accept and shall:
 - i. comply with all applicable laws and regulations relating to anti-bribery, fraud and corruption as well as to all FIMA Group’s policies, standard of procedures and governance;
 - ii. comply with the following anti-corruption principles:
 - a. committing to promote values of integrity, transparency, accountability and good corporate governance;
 - b. Strengthening internal systems that support corruption prevention;
 - c. Prevention of corruption and fighting any form of corrupt practice; and
 - d. Supporting anti-corruption initiatives led by the government and the authorities;
(*hereinafter collectively referred to as the “Requirements”*)
- b) I/we shall discharge our duties and obligations in an ethical manner and shall not offer, give, agrees to give, promises or offers to any FIMA Group’s personnel or any other individuals any bribe, gift and/or gratification to influence the decision in favour of my/our Company for this provision.
- c) I/we will ensure our subsidiaries, affiliates and all other parties that we appoint to conduct work with FIMA Group also comply with the Requirements.
- d) I/we have not been convicted nor are we subject to any investigation, inquiry or enforcement proceedings by the relevant authorities of any actual or suspected breach to the Requirements and will report any actual or suspected breach to the Requirements as soon as reasonably practicable and to the extent permitted by law, to FIMA Group.

apart from the actual, potential, or perceived conflict of interest situations declared in **Appendix A**, I/we am/are not aware of any other actual, potential, or perceived conflict of interest situations with FIMA Group or other stakeholders of the FIMA Group’s businesses. I/we shall notify FIMA Group, as soon as practicable, on any emerging or new actual, potential, or perceived conflict of interest situations that arise.

2. I/WE FURTHER AGREE AND ACKNOWLEDGE THAT:

- a) if any information herein is found to be untrue, incomplete, or inaccurate, FIMA Group reserves the right to review our employment relationship with FIMA Group, which may lead to disciplinary actions, suspension, revocation or termination of the Business Transaction and even reporting to the authorities. FIMA Group has the right to suspend or revoke or terminate the contract/agreement/ employment for the Business Transaction without any liability whatsoever on the part of FIMA Group and I/we may be disqualified from tendering for future contracts/jobs if I/we were found to have breached the Requirements or any other terms and conditions implemented by FIMA Group.
- b) I/We shall promptly inform FIMA Group of any breach and/or alleged/ suspected breach of the Requirements and cooperate with FIMA Group in any investigation of such breach involving any FIMA Group's employee.
- c) The provision set out in this declaration form shall form part of the terms and conditions of my/our appointment and/or contract of service.

I/We declare that all information provided herein is, to the best of my/our knowledge and belief, true, complete, and accurate.

Name: _____

Identity Card/ Passport
Number: _____

Signature: _____

Designation: _____

Company Stamp: _____

Date: _____

**Note:* Business Transaction(s) refers to any transactions contemplated entered/to be entered with FIMA Group company pursuant to any contracts, employment letter, letter of offer/award, letter of appointment, engagement letter, purchase order or any official document to the similar effect.

Appendix A – Declaration of Conflict of Interest Situations

You are required to disclose any conflict of interest situations with FIMA Group, which may include, but not limited to, the following:

- a supplier or a business associate having a Close Relationship with a Director or an Employee of FIMA Group;
- a Business Associate who performs services on behalf of FIMA Group having a close relationship with an external stakeholder with whom FIMA Group has business interest, e.g. contract of large volume, a licence, or permit; and
- a supplier or business associate having a Close Relationship with a recipient of donation or sponsorship made by FIMA Group.

Note:

- (a) “Business Associate” includes FIMA Group’s contractors, sub-contractors, consultants, distributors, agent representatives, or any parties performing work or services for or on behalf of FIMA Group, FIMA Group’s joint-venture entities, joint-venture partners, and business partners.
- (b) “Close Relationship” refers to any of the following situations:
 - (i) being a family member of the other person, where “family” shall have the definition provided in Bursa Malaysia Securities Berhad’s Main Market Listing Requirements, i.e.
 - 1) spouse;
 - 2) parent;
 - 3) child including an adopted child and step-child;
 - 4) brother and sister; and
 - 5) spouse of the person referred to in 3) and 4) above.
 - (ii) being a director, major shareholder, partner, or a person with executive power of an entity or organisation;
 - (iii) being a family member of the person referred in (ii) above; and
 - (iv) being a person who is accustomed or under an obligation, whether formal or informal, to act in accordance with the directions, instructions, or wishes of the other person.

	Name of Conflicted Party (actual, potential, and perceived)	Relationship with Conflicted Party	Nature / Description of Conflict of Interest Situation with FIMA Group (e.g. shareholdings, directorships, and close family member relationship)
(i)			
(ii)			
(iii)			
(iv)			

I/We hereby declare, that all information provided in this Form is, to the best of the knowledge and belief of the company and myself, true, complete, and accurate. I/We understand that if any information is untrue, incomplete, or inaccurate, FIMA Group reserves the right to suspend or revoke or terminate my/our business relationship with FIMA Group including but not limited to contracts, appointment, and engagement, which may lead to cessation of business relationship, and even reporting to the authorities.

Name: _____

Identity Card/ Passport Number: _____

Signature: _____

Designation: _____

Company Stamp: _____

Date: _____