



STANDARD OPERATING PROCEDURE		
ANTI- CORRUPTION	DOC. NO	EM-AC
	REV. NO	4.0
	EFF. DATE	01 JUNE 2025

## 1 Introduction

Eonmetall Group Berhad (“**Company**”) and its subsidiaries (“**Group**”) are committed to conduct its business in a legal and ethical manner with honesty, integrity, trustworthiness and accountability. The Board of Directors (“**Board**”) of the Company is responsible to ensure compliance with the Malaysian Anti-Corruption Commission Act 2009 (“**MACC Act**”) and all other relevant laws and regulations which govern the operations and business activities conducted by the Group.

In line with this commitment, the Group has adopted an Anti-Corruption and Anti-Bribery Policy (“**Policy**”) which outlines the Group’s position on anti-corruption and anti-bribery behavior, the responsibilities of the directors, officers and employees of the Group to uphold all laws to combat corruption and bribery and the procedures on anti-corruption and anti-bribery that are guided by the Guideline on Adequate Procedures issued pursuant to subsection (5) of section 17A of the MACC Act, as stated in the Malaysian Anti-Corruption Commission (Amendment) Act 2018.

This Policy should be read together with the Code of Conduct, Whistle Blowing Policy and other policies and guidelines of the Group.

## 2 Objective

The objective of the Policy is to provide information and guidance to those working for the Group on standards of behavior to which they must adhere to and how to recognize as well as deal with corruption and bribery.

This Policy is not intended to be exhaustive, and there may be additional obligations that are required to be complied with by the parties covered under this Policy as defined under clause 4 below. Such parties shall at all times ensure compliance with all applicable laws, rules and regulations in the performance of their duties.

## 3 Scope

This standard operating procedure applies to all employees (including full-time, contract, part-time, temporary staff or interns) and any other person providing services to the Group, including consultants, vendors, independent contractors, external agencies and/or any other party with a business relationship with the Group (“agents”).

## **4 Responsibilities of Key Personnel**

### **4.1 Board of Directors**

- Agree and sets out the Anti-Corruption Policy.
- Review and provide suggestions from time to time (preferably to review every 3 years)

### **4.2 Corporate Level**

- To implement the policy by setting out the Anti-Corruption Standard Operating Procedures.
- To approve relevant anti-corruption training on compliance and awareness for employees.
- To evaluate the effectiveness of the procedures adopted from time to time and advise the Board of Directors of any changes that may be required of the policy.

### **4.3 Management**

- To communicate the policy and standard operating procedure to all employees.
- To communicate the policy to all agents of the Group.
- To recognize the types of gratification, bribery and corruption that may occur within the business of the Group.
- To ensure an adequate system of internal control exists and operates effectively to minimize the opportunity for employees and agents to receive or give or offer any form of gratification, a bribery inducement in the conduct of the Group's business for personal benefit or for the benefit of the Group.
- To ensure new employees and agents are brief on Anti-Corruption Policy and SOP.

### **4.4 Employees**

- To act ethically and with integrity at all times especially when he or she is representing the Group.
- To report any incidence of gratification, bribery or corruption to the person specified in Section 6 below as soon as the employee has knowledge or becomes aware of such incidence.
- Do not give, agree to give, promise or offer to or accept from any person/party, any form of gratification or bribery either voluntarily or when asked to do so in the conduct of the Group's business for personal benefit or for the benefit of the Group.
- To ensure that all existing employees are being reminded on the importance of the policy on the notice board.

## **5 Forms of Corruption**

### **5.1 Bribery**

Bribery is an inducement or reward offered, requested, promised or provided with the intent to obtain or retain any commercial, contractual, regulatory, business or personal advantage in the conduct of business for the Group. Hence, the employees shall not:

- give, agree to give, promise, or offer to any person/party any gratification payment, gift, hospitality or other benefit with the intent that a business or advantage will be received or retained in return, or to reward any business received or retained.
- accept any offer from any person/party that he/she knows or suspects, is made with the intent that the Group will provide or retain a business or advantage for that person/party or any other person/party.
- give, agree to give, promise or offer any gratification to a government official in any country to facilitate or speed up a routine or necessary procedure.
- threaten or retaliate against any person/party who refuses to offer or declines any form of gratification or bribery or who has raised concerns about possible bribery or corruption.

Bribes can take many forms, for example:

- money (or cash equivalent such as shares)
- unreasonable gifts, entertainment or hospitality
- kickbacks
- unwarranted rebates or excessive commissions (e.g. to sales agents or marketing agents)
- unwarranted allowances or expenses
- “facilitation” payments
- political or charitable contributions
- uncompensated use of the Group’s services or facilities; or
- anything else of value.

### **5.2 Gifts and Hospitality**

Giving or receiving gifts or hospitality is often an important part of maintaining and developing business relationships. However, all gifts and hospitality should be for a genuine purpose, reasonable and given in the ordinary course of business.

Lavish, unreasonable gifts or hospitality, whether given or received are unacceptable as they can create the impression that the Group is trying to obtain or receive or retain favorable business treatment or advantage by providing individuals with personal benefits.

Gifts must be of an appropriate type and value depending on the circumstances and taking account of the reason for the gift. Gifts must not include cash or cash equivalent or be given in secret.

### **5.3 Facilitation Payments or Kickbacks**

The Group and its service providers should not make, nor accept, facilitation payments or "kickbacks" of any kind. Facilitation payments are unofficial payments, no matter how small, made to public official in order to secure, expedite actions or increase the speed at which they do their job. All employees and service providers must avoid any activity that might lead to, or suggest, that a facilitation payment or kickback is made or accepted by the Group.

### **5.4 Charitable Contribution and Sponsorship**

The Group will have to ensure that donations to charities and other recipients are not disguised illegal payments to public officials in violation of the Malaysian Anti-Corruption (Amendment) Act 2018 ("MACCA 2018") or other applicable anti-bribery and corruption laws. The following guidelines should be followed before making a donation to a charitable entity or a donation under its social development programs.

- The donation should generate publicity or goodwill for the Group and/or demonstrate the Group's commitment to the community.
- The donation must not be related to, dependent on, or made in order to win or influence a business deal or decision or advantage.
- The donation must be given directly to the relevant charity or organization and not to an individual.

### **5.5 Record Keeping**

The Group's books and records must accurately and properly reflect the nature and purpose of any payments made or received, and the nature of any transactions entered into. The Group should:

- keep financial records and have appropriate internal controls in place which will evidence the business reason for any payments made to third parties.
- ensure that all expense claims relating to hospitality, gifts, or expenses incurred are submitted and specifically record the reason for the expenditure.
- prepared and maintained with strict accuracy and completeness for all accounts, invoices, and other similar documents and records related to dealings with Third Parties.

## 6 Raising Concern

All employees are encouraged to raise genuine concerns about possible improprieties in the conduct of the Group's business, whether in matters of financial reporting or other operational or non-operational irregularities or malpractices, at the earliest opportunity in an appropriate way. If any employee believes reasonably and in good faith that bribery and corruption practices or activities exist in the workplace, then he/she should report this immediately to his/her line manager or to the most senior person in the factory or department.

However, if for any reason he/she is reluctant to do so, then he/she should report his/her concern in writing by email or speak in confidence to either the of the following individual:

Chief Executive Officer/Managing Director – Datin Tan Pak Say (email: [lisa@eonmetall.com](mailto:lisa@eonmetall.com))

Address: Eonmetall Group Berhad  
Lot 1258, MK12, Jalan Seruling  
Kawasan Perusahaan Valdor  
14000 Sungai Bakap  
Penang

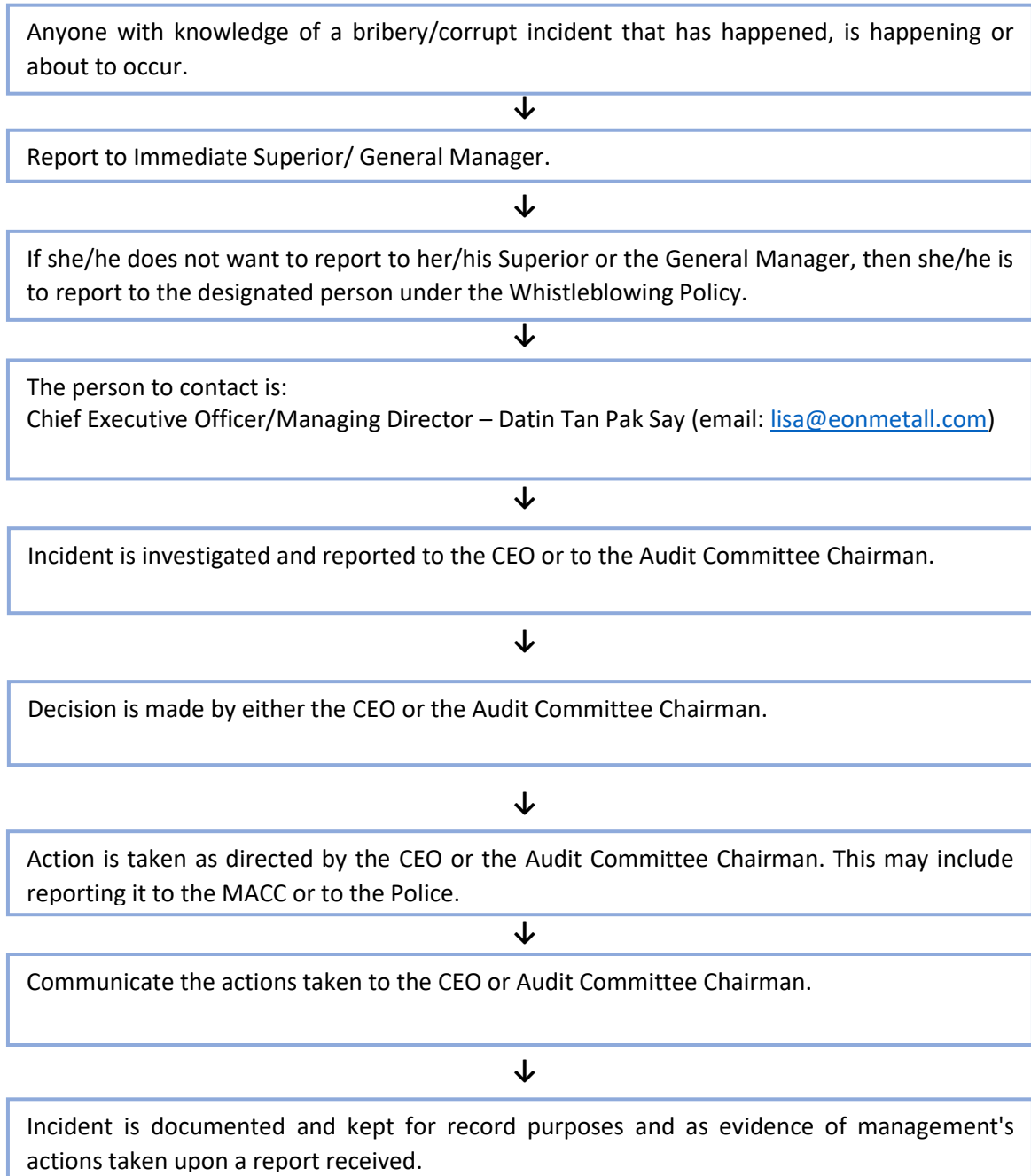
## 7 Reporting and Investigation

The Group will investigate any report made internally or via verbally. All reports will be handled confidentially. The investigation will document all relevant facts, including persons involved, times and dates.

Employees who raised concerns will be contacted if any further assistance is required and will be informed of who is handling the matter. Employees' identities will not be disclosed without prior consent. Where concerns cannot be resolved without revealing the identity of the employee raising the concern, the Group will enter into dialogue with the employee concerned as to whether and how it can proceed.

Recommended actions will be taken in light of the outcome of the investigation, including disciplinary steps where appropriate, action to correct any behavior in breach of this policy or other unfavorable treatment connected with raising a concern.

### 7.1 Reporting and Investigating Procedure (Flow Chart)



## **8 Training**

Training on awareness of this Anti-corruption policy and standard operating procedures and its compliance forms part of the induction process for all new employees, officers and directors. All employees, officers and directors shall receive relevant training on how to implement and adhere to this policy.

Agents or representatives of the Group who are consultants, independent contractors, external agencies or any other party with a business relationship with the Group will be informed of this Anti-Corruption Policy. They will be required to sign a copy of the said Policy as an acknowledgement that they understand and will adhere to it. All agents or representatives will be informed whenever significant changes are made to this Policy.

## **9 Monitoring and Review**

The Group monitors the effectiveness and reviews the implementation of this Policy at appropriate intervals, considering its suitability, adequacy and effectiveness. Any improvement identified is made as soon as possible. Internal control systems and procedures are also subject to regular reviews to provide assurance that they are effective in countering any risks of corruption.

## **10 Corruption Free Pledge**

The 'Corruption Free Pledge' ('CFP') that is provided to every employee to acknowledge and keep the copies with HR department.

The CFP signed by Agents or representatives of the Group who are consultants, independent contractors, external agencies or any other party with a business relationship with the Group will be kept by each respective department.