



# COMPLIANCE & BUSINESS ETHICS POLICY

Kridentia is committed to conducting business with integrity, transparency, and accountability. Our organisation complies with all applicable laws and regulations, including the Malaysian Anti-Corruption Commission (MACC) Act 2009, Section 17A on Corporate Liability. This policy outlines the key principles governing ethical conduct across all business operations.

## 1. Anti-Bribery & Corruption

Kridentia adopts a strict zero-tolerance approach towards bribery and corruption. Employees and representatives are prohibited from offering, promising, giving, or receiving any form of bribe or improper advantage. This includes facilitation payments, kickbacks, or any unethical inducements in dealings with clients, vendors, and government officials. All employees must adhere to internal controls designed to prevent corruption and comply fully with Section 17A requirements.

## 2. Code of Business Conduct

All employees are expected to conduct themselves with honesty, integrity, and professionalism. They must comply with applicable laws, protect company assets, maintain confidentiality, and ensure respectful workplace behavior. Any actions that could harm the company's reputation or violate ethical standards are strictly prohibited.

## 3. Gifts, Hospitality & Entertainment

Kridentia allows gifts and hospitality only when they are reasonable, infrequent, and serve a legitimate business purpose. Such activities must not influence business decisions or create conflicts of interest. Strict approval is required for any engagement involving government officials, and excessive or inappropriate entertainment is not permitted.

## 4. Commissions & Financial Integrity

All commissions, fees, and payments must be legitimate, transparent, and properly documented. Kridentia enforces strict financial controls to ensure that all transactions are recorded accurately and comply with internal policies. Any form of hidden payment, unauthorized commission, or financial misconduct is strictly prohibited.

## 5. Conflict of Interest

Employees must avoid situations where personal interests conflict with their professional responsibilities. Any potential or actual conflict must be disclosed to management promptly. Decisions must always be made in the best interest of the company.

## 6. Whistleblowing & Reporting

Kridentia encourages the reporting of any suspected misconduct or policy violations. Reports can be made confidentially via [hr@kridentia.com](mailto:hr@kridentia.com). The company ensures protection against retaliation and will investigate all reports fairly and thoroughly.

## 7. Policy Governance

This policy is subject to periodic review to ensure alignment with regulatory requirements and best practices. Kridentia reserves the right to amend this policy as necessary to reflect changes in legal or business environments.