



Group of Companies

ETA INDUSTRIES SDN BHD

Anti-Bribery & Anti-Corruption

Policy & Guidelines

Document Title:	ABAC Policy & Guidelines		
Ref No:	ETA/ABAC		
Originator:	ETA Industries Sdn Bhd	Applicable To:	ETA Group
Revision No:	v1.0	Effective Date:	18 November 2020

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Abbreviations

In this Policy & Guidelines, the following abbreviations shall have the following meaning unless otherwise stated:

ARMC	Audit & Risk Management Committee	CoC	Disciplinary Rules and Regulations
ABAC	Anti-Bribery and Anti-Corruption	HR	Human Resource
AMD	Assistant Managing Director	LOA	Limit of Authority
BOD	Board of Directors	MACC	Malaysian Anti-Corruption Commission
CFO	Chief Financial Officer	MD	Managing Director
CSR	Corporate Social Responsibility	SSM	Suruhanjaya Syarikat Malaysia

1.0 Objectives

1.1. General Information

The Anti-Bribery & Anti-Corruption (“ABAC”) Policy & Guidelines (hereinafter referred to as “Policy & Guidelines”) defines the policies and procedures for ETA Industries Sdn Bhd (“ETA”) and its subsidiaries (collectively known as “ETA Group” or “the Group”). Rules (including Circulars and Letters) from the regulators shall automatically supersede the existing operating policies and procedures herein stated.

The Policy & Guidelines are applicable to the following stakeholders:

- a. Directors of ETA, both executive and non-executive, unless otherwise stated in this Policy & Guidelines;
- b. every employee within the Group; and
- c. suppliers, sub-contractors, consultants, agents, representatives and others performing work or services for or on behalf of the Group.

It is the intention of Board of Directors (“BOD”) of ETA to ensure that these procedures serve as our commitment to prohibit bribery and corruption in the business conduct within the Group.

1.2. Policy & Guidelines Objectives

The main objectives of this Policy & Guidelines are as follows:

- To ensure the policies and guidelines / practices are oriented towards embedding ABAC stance organisation wide, with guidance from Guideline on Adequate Procedures and requirements of Malaysian Anti-Corruption Commission (“MACC”) Act 2009, introduced via Section 4 of the MACC (Amendment) Act 2018;
- To ensure adequate and standardised ABAC policies and guidelines are consistently applied throughout the Group by all relevant staff; and
- To ensure that business operations within the Group are strictly adhering to the ABAC Policy & Guidelines.

2.0 Key Definition

2.1. Anti-Bribery and Anti-Corruption Policy & Guidelines

This refers to the ABAC Policy & Guidelines established by ETA.

2.2. Bribery

ISO 37001:2016 defines bribery as offering, promising, giving, accepting or soliciting of an undue advantage of any value (which could be financial or non-financial), directly or indirectly, and irrespective of location(s), in violation of applicable law, as an inducement or reward for a person acting or refraining from acting in relation to the performance of that person’s duties.

2.3. Board of Directors

This refers to as the BOD of ETA.

2.4. Corporate Hospitality

This refers to any considerate care of guests offered in the manner that complete expenses are borne by the company itself. This includes refreshments, accommodation and entertainment at a restaurant, hotel, club, resort and other venue.

2.5. Corruption

Transparency International defines corruption as the abuse of entrusted power for private gain.

2.6. Disciplinary Rules and Regulations

This refers to as the formalised work and business ethics enforced within the Group.

2.7. Donation

This refers to the gift given out by the Group for charity, humanitarian aid or to support local community welfare, whether in-kind or by way of financial contribution.

2.8. Employee

This refers to any person who is in the employment of the Group, but not limited to executives and non-executives, contract employees.

2.9. Extortion Payment

This refers to money that is forcibly extracted from the Group or its employee by real or perceived threat to health, safety and liberty and is outside the scope of ABAC.

2.10. Facilitation Payment

This refers to illegal or unofficial payment made in return for services that the Group is legally entitled to receive without making such payment. For example, a payment made to government official or a person with certifying/ approval function to expedite the necessary action in the capacity of abovementioned person.

2.11. Gift

This refers to items given by the Group to a third party without the expectation of payment or benefit in return. For example, voucher, gift cards, Company branded product or promotional items, hamper, and festive gifts (i.e. mooncake, mandarin orange).

2.12. Government Official

“Government Official” means any elected or appointed official of a Government Entity of any country; representatives or employees of a Government Entity at any level, including Forestry Department, customs, immigration and transportation workers; military personnel; representatives of political parties; candidates for political office; directors, managers or employees of state-owned or controlled entities; and any entity hired by a Government Entity for any purpose.

2.13. Guideline on Adequate Procedure

This refers to the document issued by the Prime Minister’s Department in December 2018, pursuant to Section 17A (4) and (5) of the MACC Act 2009.

2.14. ISO 37001:2016

This refers to the international standards on requirements and guidance for establishing, implementing, maintaining, reviewing and improving an anti-bribery management system.

2.15. Limit of Authority

This refers to the approved documents stipulating the approving authority and authority limits allowed for the Board and management at ETA.

2.16. Management

This refers to the management team of the Group, including HODs, Chief Financial Officer (“CFO”), Managing Director (“MD”) and the Assistant Managing Director (AMD).

2.17. Managing Director / Assistant Managing Director

Defined as the highest-ranking executive in a company, responsible for carrying out corporate policies established by the Board, acting as the main point of communication between the BOD and corporate operation.

2.18. Risk Management Committee

This refers to the Audit & Risk Management Committee (“ARMC”) of ETA, providing oversight of Enterprise Risk Management and corruption risk assessment of the Group. In the event of ARMC’s absence, the Board shall assume the responsibilities above.

2.19. Sponsorship

This refers to support, either financially or by way of product and/ or services for an event or activities organised by a profit/ non-profit organisation, local communities, government departments or agencies, primarily aimed at raising awareness about the Group profile.

2.20. Whistleblower

This refers to a person (internal or external) raising or reporting concerns of wrongful activities or wrongdoings as defined in Clause 9.0.

3.0 Responsibility

3.1. Board of Directors

- a. Sets commitment towards prohibition of bribery and corruption in the business conduct within the Group;
- b. Approves the ABAC Policy & Guidelines;
- c. Ensures the alignment of ABAC Policy & Guidelines to the strategy of the Group;
- d. Maintains oversight on ABAC governance, ensuring that best practices of ABAC management system is established, implemented, maintained and reviewed to adequately address the Group's bribery and corruption risks, including the Policy & Guidelines; and
- e. Promotes appropriate ABAC culture within the Group.

3.2. Managing Director / Assistant Managing Director

- a. Provides overall direction on the establishment, implementation and periodic review of ABAC Policy & Guidelines;
- b. Ensures the integration of ABAC Policy & Guidelines requirements into key organisation functions such as human resource management, procurement and finance, and enhance the underlying controls on these key functions so as to support ABAC Policy & Guidelines requirements;
- c. Supports the resource allocation and investment in a robust and effective ABAC Policy & Guidelines;
- d. Supports adequate training and awareness programmes for the employees of the Group;
- e. Communicates on the ABAC Policy & Guidelines, both internally and externally;
- f. Promotes appropriate ABAC culture within the Group; and
- g. Support other relevant management personnel in preventing and detecting bribery and corruption.

3.3. Chief Financial Officer

- a. Ensures that the ABAC Policy & Guidelines are adhered to within the Group;
- b. Reports on non-compliance cases to the RMC, including follow-up action status on the said cases;
- c. Attends to inquiries about ETA's ABAC Policy & Guidelines and its practices within the Group; and
- d. Facilitates the corruption risk assessment periodically.

3.4. Employee

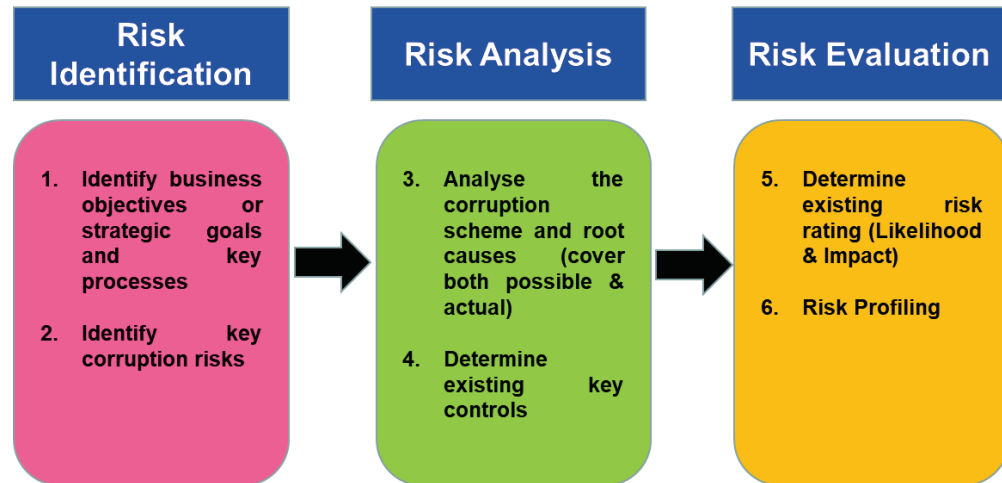
- a. Executes the ABAC Policy & Guidelines, including enhancement of underlying controls on affected functions under his/ her responsibility, as elaborated in this Policy & Guidelines;
- b. Adheres to the requirement of the ABAC Policy & Guidelines; and
- c. Reports on suspected bribery or corruption via the whistleblowing channel of ETA.

3.5. Amendments to Policy & Guidelines

If there is any requirement to update, improve, and / or amendments made to this Policy & Guidelines, proposed changes shall be submitted for authorisation and for approval by the MD. Key information on addition of new policy / procedure and deletion or variation of existing policy / procedures shall be indicated for version control purpose.

4.0 Corruption Risk Assessment Approach

- a. ETA had established a Corruption Risk Management Framework guided by ISO 37001:2016 and Guidelines on Adequate Procedures. The framework outlines the governance, structure and policies, assessment process, and integration of risk management into the Group operations activities to promote continuous monitoring on the corruption risk identified. The corruption risk assessment process is depicted in the diagram below:



- b. The BOD, through the Audit & Risk Management Committee (“ARMC”), which comprises of Senior Management and selected Head of Departments shall oversee and ensure accountability of corruption risk identified with the corresponding controls to be implemented.
- c. The risk parameters (i.e. financial impact, customer relationship and reputation / media) are established to estimate the consequences of a risk, namely likelihood of occurrence and criticality of impact, based on ETA’s risk appetite.
- d. Risk Register is developed to capture potential corruption scheme(s), possible root causes, existing key controls and impact are maintained for the Group. The risks are then evaluated based on the likelihood of occurrence and criticality of impact (i.e., Low, Medium, High and Extreme) to provide a basis for Management in strategic decision-making process and mitigation of corruption risks.
- e. ARMC of ETA shall conduct regular risk assessment i.e. on a yearly basis and/or when there is a change in law or circumstance of the business to ensure the identified corruption risks are remains relevant and adequate mitigating controls are discussed and implemented.
- f. Specific anti-corruption plan shall be identified by the respective Heads of Department and reported to the MD / CFO for review and monitoring.

5.0 Gift and Corporate Hospitality

ETA recognises the importance of gift and corporate hospitality giving/ acceptance, donation and sponsorship activities to maintain good rapport with its vendors, customers and government officials. The policies and procedures set out below are to safeguard the Group's reputation and to protect its employee from allegation of soliciting bribe, corruption or exercising undue influence on external party(s) for personal gain.

5.1. Purchase of Gift and Corporate Hospitality

- a. Purchase requisition pertaining gift and corporate hospitality shall be a reasonable amount, subject to the approval of the CFO and in line with the Limit of Authority ("LOA"). Such gifts and hospitality shall fulfil **ALL** the following conditions prior to approval:
 - i. They are intended to maintain good rapport with the vendors/ customers of the Group and government officials;
 - ii. They are limited, customary and lawful under the circumstances;
 - iii. They do not have or perceived to be affecting action(s) or decision(s) of the receiving party;
 - iv. There shall be no expectation of any specific favour, benefit or advantages from the intended recipients;
 - v. There shall not be any corrupt/ criminal intent; and
 - vi. The giving out of gift or corporate hospitality shall be transparent.
- b. Purchase of gift or corporate hospitality, subject to the fulfilment of condition as stipulated in Clause 5.1 (a), is only permitted to the respective HODs and above within the Group.
- c. Any purchase of gift or corporate hospitality in nature exceeding RM 1,000 requires second approval from the MD.
- d. Purchase requisition pertaining to gift and corporate hospitality for government official from the public sector, it shall be restricted to statutory limit of the respective countries. However, gift in the form of cash or cash equivalent shall never be given or offered to any public or government officials.
- e. Purchase requisition on gift or corporate hospitality shall be indicated with purpose of requisition, including client or vendor name or representative details.
- f. In the event of any dispute between any internal practice, existing policy and or procedure already imbedded within the constitution of the organisation prior to the commencement of this ABAC Policy & Guidelines. All disputes on **limits** set in Section 5 of this ABAC Policy & Guidelines shall prevail over all other documentation.

5.2. Gift Acceptance

- a. Under no circumstances that an employee of the Group shall receive or soliciting for personal gift from an external party.
- b. Although the general principle is to immediately refuse or return such gifts, accepting a gift on behalf of ETA is allowed only in very limited circumstances, whereby refusing the gift is likely to seriously offend and may sever ETA's business relationship with the Third Party. However, in no circumstances may an employee, director or his/her family/household members accept gifts in the form of cash or cash equivalent.
- c. Any gift received by an employee of the Group from external party(s) requires declaration to the MD (*Please refer to **Appendix A Gifts, Entertainment & Hospitality Declaration Form***).

5.3. Entertainment Acceptance

- a. Employees of the Group shall exercise proper care and judgment prior to accepting entertainment from external party. This is vital to safeguard the Group's reputation and to protect its employee from allegation of soliciting bribe or corruption.
- b. Any entertainment received by an employee of the Group from external party(s) requires declaration to the MD via ***Appendix A Gifts, Entertainment & Hospitality Declaration Form***.

6.0 Corporate Social Responsibility, Donation and Sponsorship

- a. All Corporate Social Responsibility (“CSR”) related sponsorships and donations shall be made in accordance with ETA’s policies with prior approval by MD.
- b. Given the nature of ETA’s business, government agencies or local authority bodies may request for sponsorship and/ or donations in respect of CSR events. As part of ETA’s commitment to corporate social responsibility and sustainable development, as a general matter, ETA provides such assistance in appropriate circumstances and in an appropriate manner.
- c. Such requests shall be examined for legitimacy and not be made to improperly influence a business outcome. The proposed recipient shall be a legitimate organisation and appropriate due diligence shall be conducted in particular to ascertain whether any public officials are affiliated with the organisation. Any red flags shall be resolved before committing any funds to the programme. Even requests determined to be legitimate shall be carefully structured to ensure that the benefits reach their intended recipients.
- d. If any employees or Directors are in any doubt as to whether a charitable contribution or social benefit is appropriate, Management shall seek legal consultation accordingly.

6.1 Donation and Sponsorship

- a. The Policy & Guidelines, in accordance with ETA’s commitment to contribute to the community coupled with its values of integrity and transparency, all sponsorships and donations shall comply with the following:
 - ensure such contributions are allowed by applicable laws;
 - obtain all the necessary internal and external authorisations;
 - be made to well established entities having an adequate organisational structure to guarantee proper administration of the funds;
 - be accurately stated in the company’s accounting books and records; and
 - not to be used as a means to cover up an undue payment or bribery;

Examples of red flags to look out for are as follows:

- The proposed recipient /organisation have affiliations with a Public Official or their relatives are involved;
 - The contribution is made on behalf of a Public Official;
 - There is a risk of a perceived improper advantage for ETA; or
 - The proposed recipient is based in a high-risk country, the request comes from a high-risk country or the activity takes place in a high-risk country.
- b. ETA requires employees to use good judgment and common sense in assessing the requests. When in doubt, employees shall seek for legal advice or escalate the matter to the MD and/or CFO to determine the authenticity of such requests.
 - c. Donation and sponsorship are only permissible with prior approval by the MD and/or CFO. All donations and sponsorship payment shall be supported with an official letter of request from the requesting external party and proof of receipt.
 - d. Donation or sponsorship which are more than RM10,000 are subject to approval by the BOD.

7.0 Facilitation and Extortion Payments

- a. Facilitation payment to external party, in particular, government officials, is strictly prohibited as it is seen as a form of bribery and corruption. Extortion payment to external party, on the other hand, is not categorised as an illegal activity by legal means, as the health, safety and liberty of one is paramount.
- b. The CFO shall maintain a record of such event and report the payment to the relevant authority.

7.1 Facilitation Payment

- a. Facilitation payment to external party, in particular, government officials, is strictly prohibited as it is seen as a form of bribery and corruption, unless it can be proven that such payment is legitimate and supported by an official receipt.
- b. Facilitation payment shall not be in any way or form be disguised or translated in personnel remuneration package.
- c. Subject to the fulfilment of criteria in Clause 7.1(a), facilitation payment request may be approved by the MD.

7.2 Exception to Facilitation Payment (Extortion Payment)

- a. Extortion payment to any party shall not be made unless the employee(s) and or their families health, safety and or liberty are threatened.
- b. Subject to the fulfilment of criteria in Clause 7.2(a), extortion payment request may be approved by the MD.

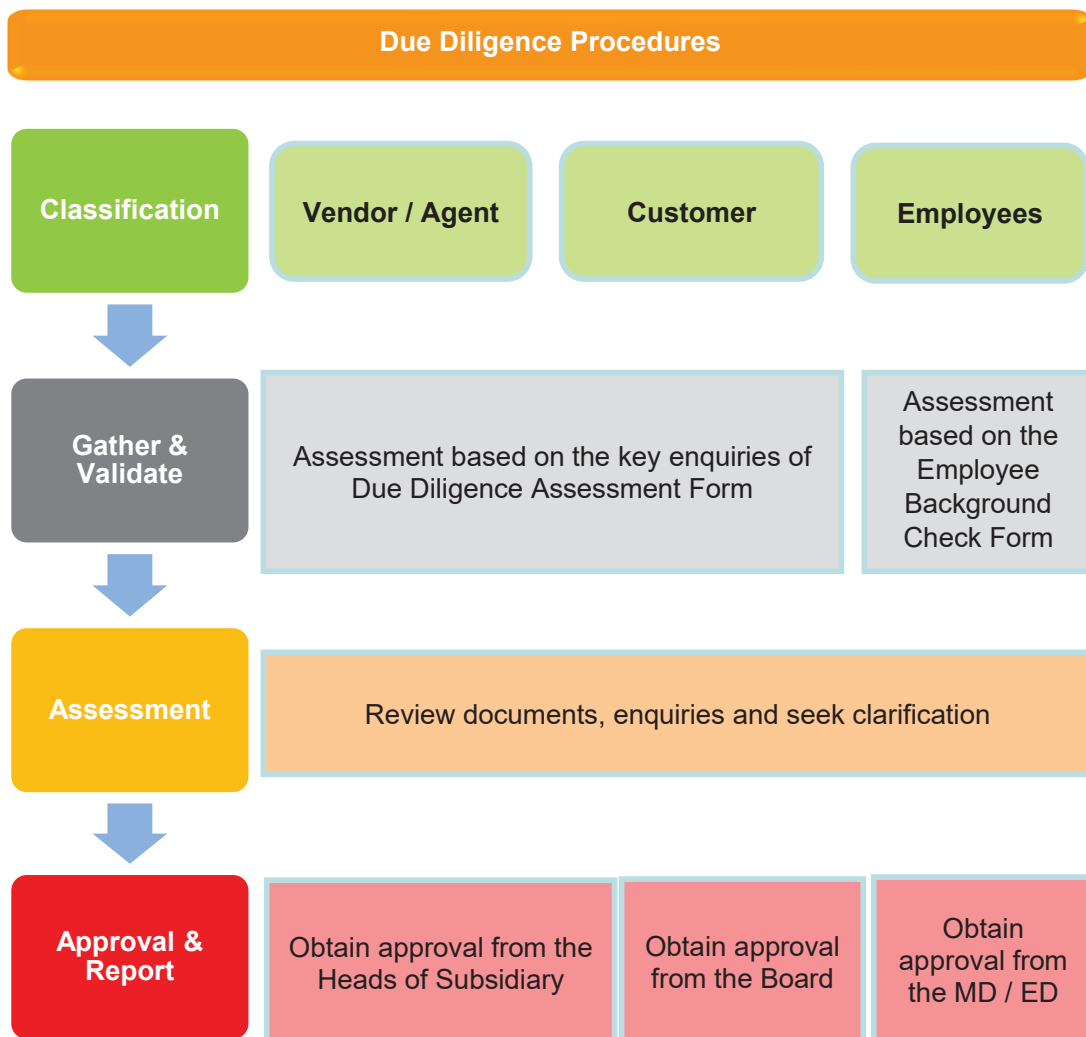
8.0 Due Diligence Procedures and Dealing with External Parties

ETA recognises the objective of due diligence procedures on customers, business partners, vendors and employees to evaluate the risk of bribery and corruption associated with these parties. This also serves as a basis for decision making, whether to accept or reject before entering into any contractual arrangement or business dealing.

ETA Group shall require due diligence procedures to be applied on the key stakeholders below:

- i. Vendors or agents;
- ii. Customers;
- iii. Business partners; and
- iv. Employees.

The diagram below depicts the due diligence process flow:



8.1. Dealing with Vendors or Agents

- a. ETA is committed to uphold the highest standard of ethics and integrity in all aspects of its procurement activities by:
 - i. Adhering to the procurement policies and procedures;
 - ii. Avoiding dealing with any vendor, sub-contractors, or agents who known or reasonably suspected of corrupt practices;
 - iii. Ensuring that all new vendors/ sub-contractors/ agents are subject to background assessment and conflict of interest check prior to registration and acceptance;
 - iv. Communicating the Policy & Guidelines requirements to vendor, sub-contractors or agents (Please refer to **Appendix B** for **Vendor ABAC Declaration Form**);
 - v. All contracts / agreement entered with vendors, sub-contractors or agents to incorporate a provision whereby ETA retains right to audit third party compliance with the Policy & Guidelines; and
 - vi. All agents are required to declare on their adherence to the Policy & Guidelines requirements via **Appendix B Vendor ABAC Declaration Form**.

- b. A New Suppliers and Sub-contractors Registration Form shall be used in guiding ETA employee to undertake an assessment on the vendors', sub-contractors', or agents' background and reputation, including their conflict of interest (Please refer to **Appendix C** for **New Suppliers and Sub-contractors Registration Form**). The key components of vendor/ agent due diligence procedures cover the following but may vary depending on the circumstances:
 - i. Corporate profile;
 - ii. Company search via Suruhanjaya Syarikat Malaysia ("SSM") or equivalent authorities in the respective countries of operation;
 - iii. Financial background;
 - iv. Directorship;
 - v. Past records of criminal, bribery or corruption cases; and
 - vi. Potential conflict with existing employees or Director of the Group.

- c. The results and/ or any concern raised during this due diligence assessment shall be communicated to and with approval from the MD/AMD prior to entering into the relationship.

8.2. Dealing with Customers

- a. In ensuring that ETA dealings with its customers complies with relevant rules, regulations and the Policy & Guidelines requirements, the safeguard procedures below are required:
 - i. All new customers are subject to background assessment and conflict of interest check prior to entering into a business dealing; and
 - ii. A standard ABAC clause shall be included in all contracts / agreement entered with customers to enable the Company to terminate the contract in the event of any proven bribery or corruption activities.

- b. A Credit Application Assessment Form shall be used in guiding the employee of ETA to undertake an assessment on the customers' background and reputation, including their conflict of interest (Please refer to **Appendix D** for **Credit Application**

Assessment Form). The key components of customers due diligence procedures cover the following but may vary depending on the circumstances:

- i. Corporate profile;
 - ii. Company search via SSM or equivalent authorities in the respective countries of operation;
 - iii. Financial background;
 - iv. Directorship;
 - v. Past records of criminal, bribery or corruption cases; and
 - vi. Potential conflict with existing employees or Director of the Group.
- c. The results and/ or any concern raised during this due diligence assessment shall be communicated to the MD/AMD prior to entering into the relationship.

8.3. Dealing with Public Officials

A 'public or government official' is defined in the CoC which includes, without limitation, candidates for public office, officials of any political party, and officials of state-owned enterprises other than ETA. Caution shall be exercised when dealing with public officials. Providing gift, entertainment or corporate hospitality to public officials or their family/ household members is generally considered a 'red flag' situation in most jurisdictions.

ETA shall not provide non-business travel and hospitality for any government official or his/her family/household members without permission from the MD / AMD in consultation with a lawyer.

Other ETA's policies and procedures on gift, entertainment and corporate hospitality shall also be abided by, copies of which can be obtained from the Human Resource Department.

If approval is given to provide gift, entertainment or corporate hospitality to public officials, the Management shall ensure that the value of gift, entertainment or corporate hospitality shall not exceed the statutory limit.

8.4. Dealing on Recruitment of Employees

- a. Background screening on shortlisted candidate(s) is required during the evaluation stage of recruitment process (Please refer to *Appendix E* for *Employee Background Check Authorisation Form* and *Appendix E* for *Employee Background Check Form*).
- b. Key considerations prior to acceptance of shortlisted candidate(s) cover the following:
 - i. Past criminal records (if any);
 - ii. Potential fraud, bribery or corruption committed in the previous organisation;
 - iii. Verification of past employment or institution of learning references, where applicable; and
 - iv. Conflict of interest, i.e. relationship with any employee, vendor, customer or Director of the Group.
- c. Recruitment due diligence result shall be vetted by the MD and/or AMD prior to acceptance of the candidate.
- d. Newly recruited employee(s) shall be provided with an onboarding programme, including the briefing on ETA's ABAC Policy & Guidelines and CoC.

9.0 Reporting Procedures on Suspected Bribery or Corruption Activities

Whistleblowers are encouraged to report in good faith or to raise a concern about any attempted, suspected and actual bribery or corruptions activities that violates to the Policy & Guidelines at the earliest possible stage.

Upon making a disclosure in good faith, based on reasonable grounds:

- i. the whistleblower shall be protected from any form of retaliation within ETA Group; and
- ii. the whistleblower's identity will be protected i.e. kept confidential unless otherwise required by law or for purposes of any proceedings by or against ETA Group.

Where a whistleblower makes a report not in good faith or reasonably believed not to be true, the whistleblower will not be protected and will be subjected to Disciplinary Action by ETA Group in accordance with the CoC of ETA Group.

9.1. What to Report

The key information or documents below are to be provided by the whistleblower to facilitate further investigation, if required:

- a. Whistleblower's contact information
 - i. Name (*)
 - ii. Designation
 - iii. Contact Number
 - iv. Email Address (*)
- b. Suspect's information
 - i. Name
 - ii. Designation
 - iii. Contact Number
 - iv. Email Address
- c. Complaints / concerns
 - i. Incident date
 - ii. Affected parties
 - iii. Incident or event location
 - iv. Supporting documents (where applicable)
 - v. Other details or information which may assist the investigation

** May leave the information blank if the whistleblower wishes to remain anonymous*

9.2. How to Report

Whistleblowers shall report their concerns either in letter or via e-mail to the Audit Committee by <auditcommittee@etagroup.com.my> or mail the letter by marking "Private and Confidential" to the following address:

To: Audit Committee
c/o: ETA Industries Sdn Bhd
42-3, Jalan Setia Utama AU U13/AU
Setia Alam, Seksyen U13
40170, Shah Alam, Selangor

10.0 Internal / External Assessment

- a. As part of the internal monitoring process, CFO shall review the underlying controls of ABAC and identify any non-compliance incidences on a quarterly basis.
- b. If any of ETA Group’s key stakeholders as defined in Clause 8.0 are found to have breached any ABAC rules and regulations or this Policy & Guidelines, such breach may result to the following actions taken:

Key stakeholders	Actions taken
Employee	Disciplinary action by ETA Group in accordance with the CoC of ETA which includes termination of employment.
Vendor/ agents/ customers	<ol style="list-style-type: none"> i. Subjected to BOD’s approval, retain business dealings; ii. Discontinue business dealings with immediate effect; iii. Termination of contract with immediate effect; or iv. Legal proceedings if required.

- b. ETA shall engage with independent consultant to review and assess the adequacy and implementation of this Policy & Guidelines on a regular basis i.e. every three (3) years.

11.0 Training and Awareness Programme

- a. Annual training and awareness programme on ABAC shall be provided to ETA’s employees and key stakeholders as defined in Clause 8.0, as appropriate to their roles and taking into account the bribery risk assessment.
- b. Updates on this Policy & Guidelines with regards to its content as well as regulatory requirement affecting the ABAC practices shall be communicated to ETA’s employees and key stakeholders, defined in Clause 8.0.



Group of Companies

12.0 Appendices

Appendix A - Gifts, Entertainment & Hospitality Declaration Form

 <small>Group of Companies</small>	ETA Industries Sdn Bhd Gifts, Entertainment & Hospitality Declaration Form	Ref. No: ETA-00
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Employee Name : _____

Position : _____

Department : _____

Date : _____

GIFTS, ENTERTAINMENT OR HOSPITALITY TO DECLARE				
ITEM RECEIVED	DESCRIPTION OF ITEM	ESTIMATED/ACTUAL VALUE	GIVEN BY (GIVER NAME AND ORGANISATION)	REMARKS
1.				
2.				
3.				
4.				
5.				

APPROVED BY MD	
Signature	
Date	



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Appendix B - Vendor ABAC Declaration Form

	ETA Industries Sdn Bhd Vendor ABAC Declaration Form	Ref. No: ETA-00
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Vendor ABAC Declaration Form

Our company, _____ (Company Name), (which includes its Directors, officers and Employees who intend to conduct business transaction(s) with ETA Industries Sdn Bhd and its subsidiaries, here-in-after referred to as the "ETA Group") hereby to confirm that:

- a. A copy of the ABAC Policy & Guidelines was provided and we have read and understood the policy (A copy of the policy is available on www.etagroup.com.my). We agree and undertake to abide by all the terms and condition of the ABAC Policy & Guidelines at all times.
- b. We have not been convicted nor are we subject of any investigation, inquiry or enforcement proceedings by the relevant authorities of any actual or suspected bribery and corruption activities.
- c. If we have reasonable grounds to suspect any actual or suspected breach to the ABAC Policy & Guidelines, we shall report such act to ETA as soon as reasonably practicable.
- d. In the event that we are in breach of the ABAC Policy & Guidelines, the ETA Group may immediately terminate the contract / agreement entered without any liability whatsoever on the part of the ETA Group to us. This is without prejudice to any other rights or remedies that the ETA Group may have or any other appropriate action which the ETA Group may seek under the terms of the applicable contract / agreement or the applicable rules and regulations.


Yours sincerely,

Name of Company Director (or Equivalent):

Name of Company:

Company stamp:

Appendix C - New Suppliers & Sub-contractors Registration Evaluation Form

	ETA Industries Sdn Bhd New Suppliers & Sub-contractors Registration Evaluation Form	Ref. No: ETA-00
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COMPANY DETAILS	
Company Name	
Company No	
Date of Form Submission	

For Office Evaluation:

1. Quality Requirements		Please tick (√)		Evaluated by: Name: Position: Date:
Evaluation	Requirement	Yes	No	
a. Price	Reasonable	<input type="checkbox"/>	<input type="checkbox"/>	
b. Quality Product / Service	Acceptable	<input type="checkbox"/>	<input type="checkbox"/>	
c. Delivery of Product / Service	Provided	<input type="checkbox"/>	<input type="checkbox"/>	
d. Term & Conditions	Satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	
e. Meet the company's requirements?		<input type="checkbox"/>	<input type="checkbox"/>	
f. Past experience or track records satisfactory?		<input type="checkbox"/>	<input type="checkbox"/>	

2. General Checklist		Please tick (√)		Remarks (if Yes)
Description		Yes	No	
1. Within the last three (3) years, did any of the shareholders, directors or senior management, ever been found involved into any criminal, bribery or corruption cases?				
2. Does the Company allow facilitation payment practice in its business dealings?				
3. Does the Company have any channels in place to allow reporting of any misconduct?				
4. Does the Company rely on agents or intermediaries for its business operation?				
5. Does the Company have a code of conduct or any form of formalised ABAC policy and guidelines?				
6. Does the Company have any policy to govern gift, corporate hospitality and entertainment giving and acceptance?				
7. Do any shareholders, directors or Senior Management of the Company have connections with government official / politician (including immediate family member)				
8. Do any of the shareholders or directors of the Company have conflict of interest in ETA's business?				

3. Sample Verification (if required)		Please tick (✓)	
Acceptable	<input type="checkbox"/>	Reason:	Verified by: Name: Position: Date:
Not Acceptable	<input type="checkbox"/>		
Remarks:			

4. Overall Evaluation		Please tick (✓)	
Recommended	<input type="checkbox"/>	Reason:	Recommended by: Name: Position: Date:
Not Recommended	<input type="checkbox"/>		
Remarks:			

5. Approval		Please tick (✓)	
Approved	<input type="checkbox"/>	Reason:	Approved by: Name: Position: Date:
Not Approved	<input type="checkbox"/>		
Remarks:			

Note: If approved, register the new vendor / supplier / Sub-contractor in the List of Approved Supplier and sub-contractor

Appendix D – Credit Application Assessment Form

General Checklist	Please tick (✓)		
	Yes	No	Remarks (if Yes)
1. Within the last three (3) years, did any of the shareholders, directors or senior management, ever been found involved into any criminal, bribery or corruption cases?			
2. Does the Company allow facilitation payment practice in its business dealings?			
3. Does the Company have any channels in place to allow reporting of any misconduct?			
4. Does the Company rely on agents or intermediaries for its business operation?			
5. Does the Company have a code of conduct or any form of formalised ABAC policy and guidelines?			
6. Does the Company have any policy to govern gift, corporate hospitality and entertainment giving and acceptance?			
7. Do any shareholders, directors or Senior Management of the Company have connections with government official / politician (including immediate family member)			
8. Do any of the shareholders or directors of the Company have conflict of interest in ETA's business?			

Reviewed:

Approved :

Name :

Date :

Name :

Date :



Appendix E - Employee Background Check Authorisation Form

	ETA Industries Sdn Bhd Employee Background Check Authorisation Form	Ref. No: ETA-00
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Employee Background Check Authorisation Form

I, _____, understand and agree to give consent to ETA Industries Sdn Bhd to conduct a background check to confirm my personal information, and previous employment experience by contacting my references or previous employers to verify the details provided in the application form.

I also understand that this is necessary if I wish to meet all of the criteria for the position of _____ [job title] at ETA Industries Sdn Bhd, and that a successful background check is not a guarantee of employment.

Signature

Date



Appendix F - Employee Background Check Form

	ETA Industries Sdn Bhd Employee Background Check Form	Ref. No: ETA-00
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Applicant: _____
 References Name: _____ Contacted Date: _____
 Contacted via: Phone Email Other : _____

No	Category	Questions	Points	Remarks (if any)	
1	A	Years of service in previous Company			
2		Reason for leaving the previous Company			
3	B	Work Attitude			
4		Performance			
5		Punctuality			
6		Relationship with superior			
7		Relationship with peer			
8		Relationship with subordinates			
9		Willing / unwilling to accept responsibility			
10		Relationship with clients			
11		Leadership skills			
12		Job Knowledge / Professional qualification related to position applied			
13		C	Are there any misconduct / disciplinary action taken against the employee (If yes, list each incident and the details)		
14		D	Would you consider to reemploy him		
15	Would you consider others to employ him				
Total points					

Category	Points	Remarks
A	4	Consistent information provided in Employment Application Form/Interview Session
	0	Inconsistent information provided in Employment Application Form / Interview Session
C	4	No misconduct case
	0	If any misconduct case

Category	Points	Remarks
B	1	Poor
	2	Satisfactory
	3	Good
	4	Excellent
D	4	Recommended
	0	Not recommended

Total Points:

10-29	Poor	41-50	Good
30-40	Satisfactory	51-60	Excellent

Background checked by:

_____ Signature _____ Name _____ Date