

POLICY ON WHISTLEBLOWING



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Whistleblowing policies are generally intended to make it easier for members of staff to be able to report irregularities in good faith, without having to fear that their action may have adverse consequences.

The Whistleblowing Policy of CDB is considered as a key element for safeguarding the Company's integrity. It is aimed at enhancing the Company's transparency and underpinning its system for combating practices that might damage its activities and reputation. Protecting the integrity and reputation of the CDB requires the active support of all members of the Company's staff, who are encouraged to report incidents of suspected fraud, corruption, collusion and coercion, and other serious infringements of the rules and policies in force at the Company. Members of staff must also cooperate in investigations into such incidents. By creating an environment of trust and maximum protection for the members of its staff, CDB wants to encourage them to cooperate in full. Necessary arrangements are in place to ensure that members of staff who report irregularities in good faith are afforded the utmost confidentiality, greatest degree of and most effective protection possible against any retaliation or reprisals, whether actual or threatened, as a result of their whistleblowing.

The company encourages any employee who suspects wrongdoing at work, whether by his management, peer, or another employee, to raise his concern through an internal whistle blowing procedure. Concerns raised will be investigated properly and the identity of the person raising the concern will be kept confidential. Such information will be reviewed independently and will be presented to the Board Audit Committee (BAC).

Anyone raising a concern in the genuine belief that wrongdoing has occurred, is occurring or may be about to occur will not be penalized or suffer any form of victimization even if, after full investigation, it is shown that he/she was mistaken. Any form of reprisal against anyone who in good faith has raised a serious offence will be dealt with under the disciplinary procedure.

Examples of suspected wrongdoing that can be raised under this procedure is also mentioned in the policy, not to limit or restrict reporting but to provide more clarity. The reporting procedures, timelines for each action taken on a reporting to resolve are specifically mentioned along with the details of the Chairperson of the Board Audit Committee.

Shareholders interested in obtaining this Policy may submit a written request to the Company Secretary, and the requested documents will be provided accordingly.