



Policies & Procedures

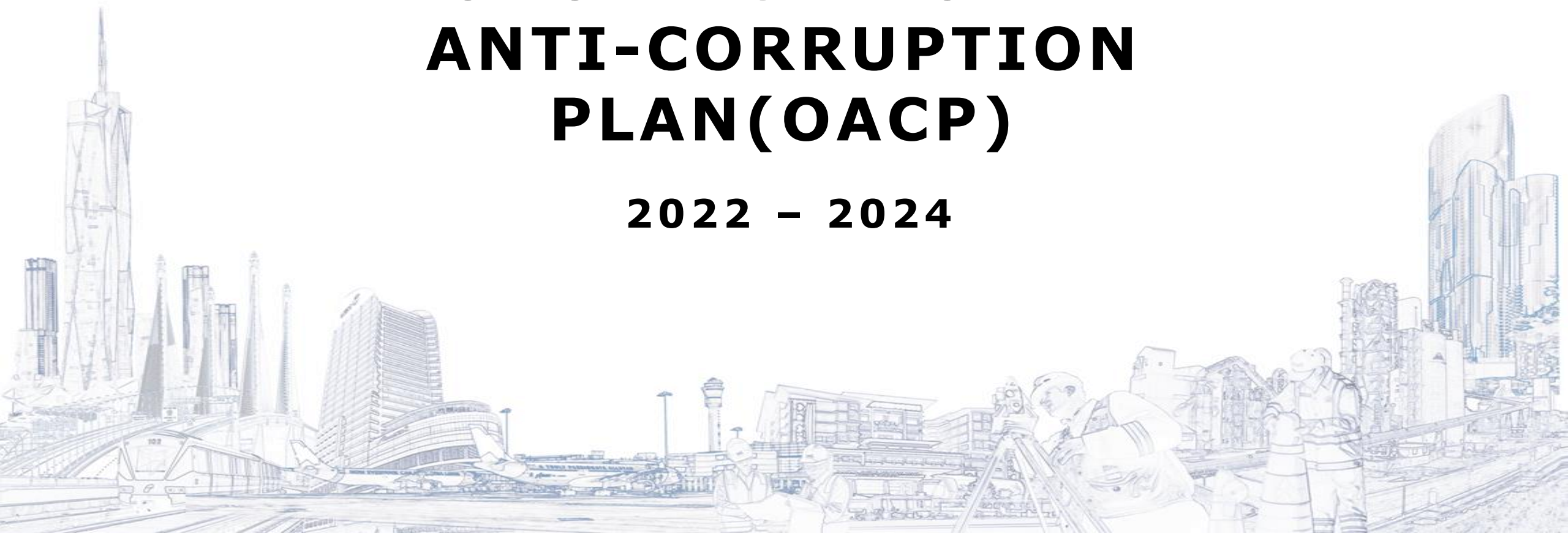
Organisational Anti-Corruption Plan (OACP)

UEM Group Berhad (UEM Group)'s Policy and Procedures outlines the rules of conduct and responsibilities of UEM Group personnel and governs the Company's direction, activities and matters which may directly impact businesses, board members, employees, member of the public and the Company's programmes and services.



ORGANISATIONAL ANTI-CORRUPTION PLAN(OACP)

2022 – 2024



UEM INTRODUCTION

“We are an organisation that prioritise ethics, trust, transparency and accountability. Our governance structure helps foster principled actions, informed and effective decision-making, and appropriate monitoring of compliance and performance.”

UEM Group Berhad (UEM Group) is committed to conducting business ethically, honestly and in full compliance with applicable laws and regulations. We hold ourselves to the highest standards and expect our employees and business partners to embrace the spirit of our commitment to integrity.

We have codes of conduct and policies in place that are easily accessible and often communicated to our employees and business partners across the organisation which addresses various potential compliance and ethical risks such as whistleblowing, acts of solicitation, bribery, corruption, gifts and entertainment.

In addition, UEM Group’s Risk Management Framework further ensure our ability to reduce the risks of corruption within the organisation.



UEM INTEGRITY & GOVERNANCE JOURNEY

2018



7 December

- UEM Group Integrity Day
- Official launch of:
 - ❖ Anti-Bribery and Anti-Corruption (ABAC) Guide
 - ❖ Code of Conduct (COC)
 - ❖ COC for Business Partners

2019



28 February

Session with UEM Group's Vendors for Introduction of COC for Business Partners and Integrity Pledge

31 January

Internal forum among Senior Management: Brew the Understanding of ABAC & Build the Culture of Integrity



25 April

Approval of Whistleblower Policy, Procedures and Portal

14 October

Update on Section 17A of the Malaysian Anti-Corruption Commission Act 2009 (Amendment 2018)

26 & 27 August

UEM Group Risk & Integrity Forum



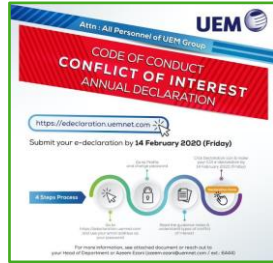
8 November

Approval of Third-Party Risk Management Framework

UEM INTEGRITY & GOVERNANCE JOURNEY [cont.]

14 February

Introduction of Annual COI e-Declaration



28 October

Establishment of Integrity & Governance Unit (IGU)



8 February

Revision of Donations and Sponsorships Policy

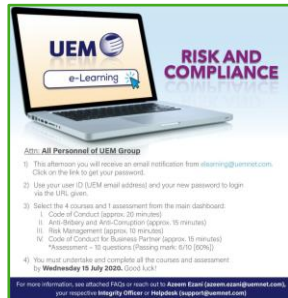
15 June

Endorsement of Organisation Anti-Corruption Plan (OACP)

2020

15 June

Introduction of Risk & Compliance e-Learning



2021

11 January

First issuance of Monthly IGU Newsletter

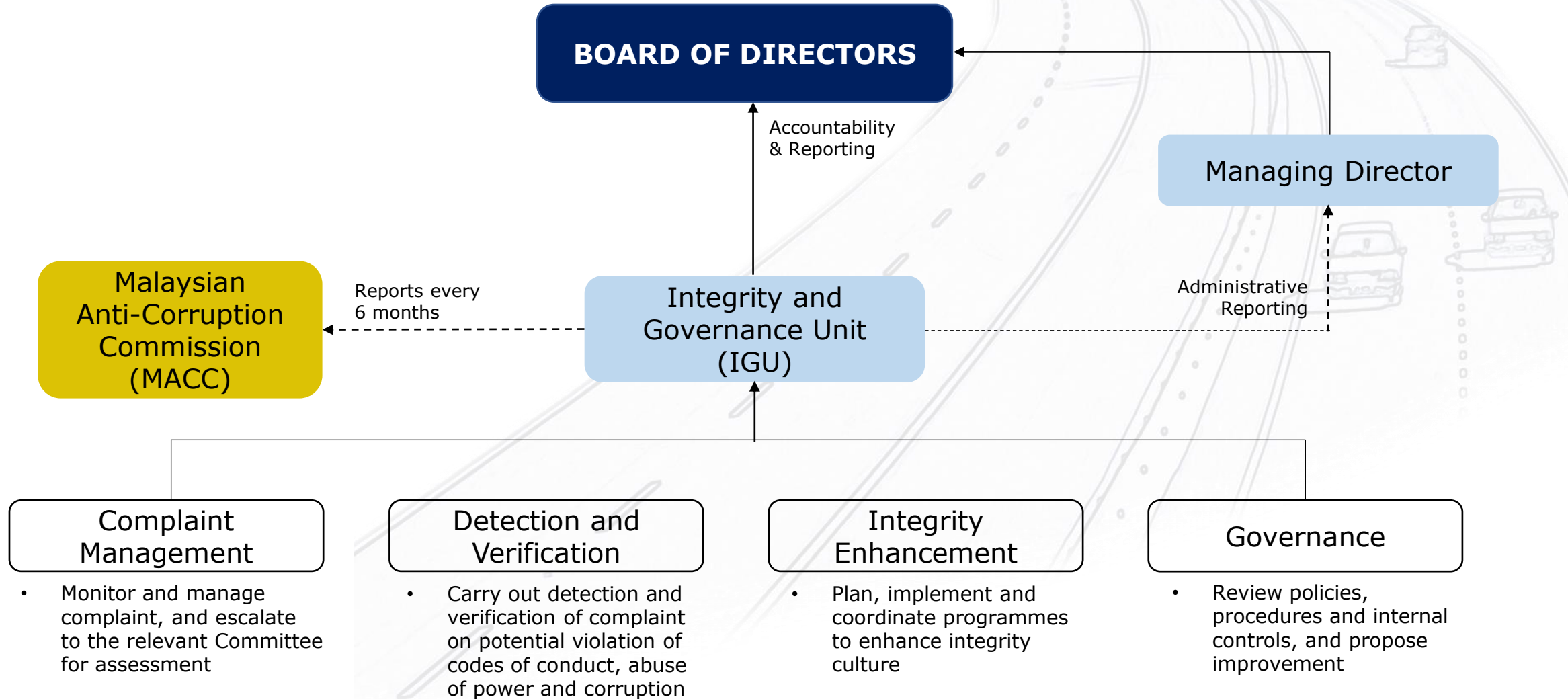


2022

4 April

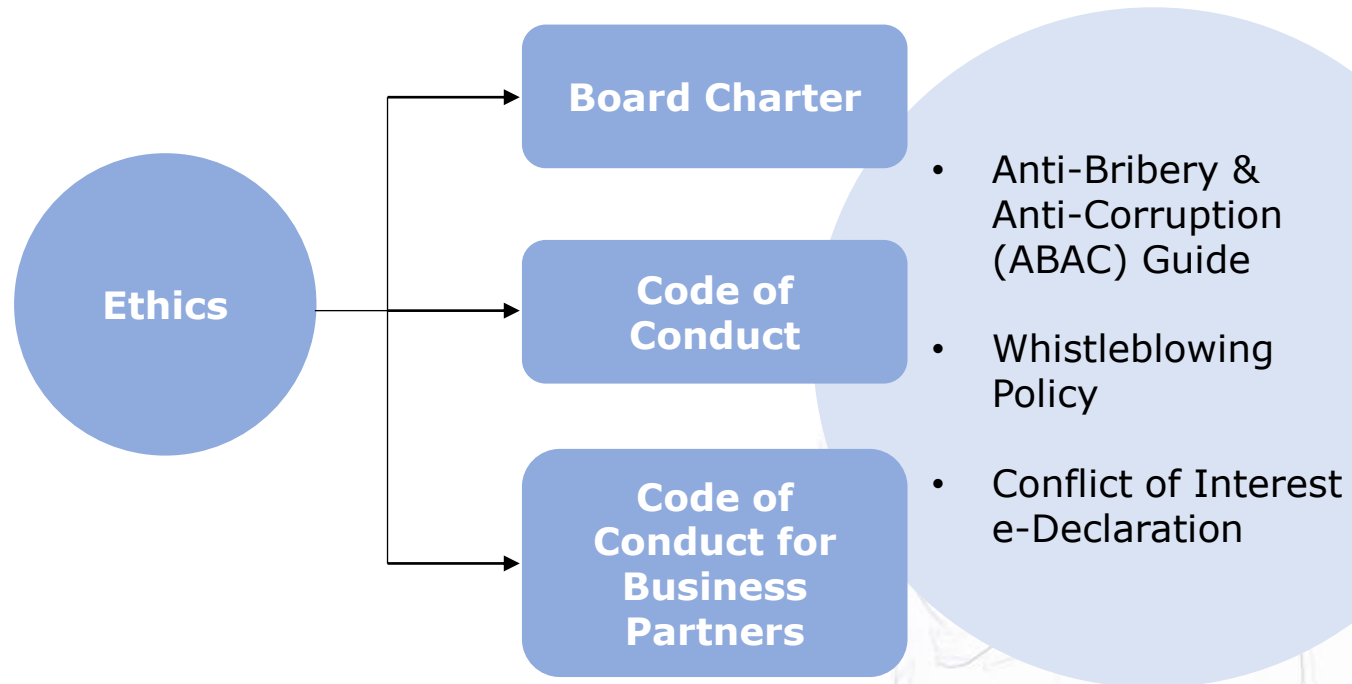
Completion of Corruption Risk Assessment (CRA)

UEM INTEGRITY & GOVERNANCE STRUCTURE



UEM ETHICS AND ANTI-CORRUPTION

Our commitment to high ethical standards and anti-corruption are clear. The risk management, codes of conduct, policies and internal controls at UEM Group have been formalised and strengthened throughout the years. These measures provide the foundation in ensuring good governance and a responsible business culture.



UEM OACP FRAMEWORK

The establishment of OACP is a requirement by the National Anti-Corruption Plan (NACP) 2019-2023. It is developed based on the information arising from the Corruption Risk Assessment (CRA). This OACP provides a high-level plan that aims to ensure the organisation has clear framework and goals, identifies priority areas, and sets strategies and initiatives.



Vision

- To be the leading engineering-based infrastructure and services conglomerate that practices highest standard of integrity and governance.



Mission

- To inculcate a culture of integrity and to strengthen governance framework.

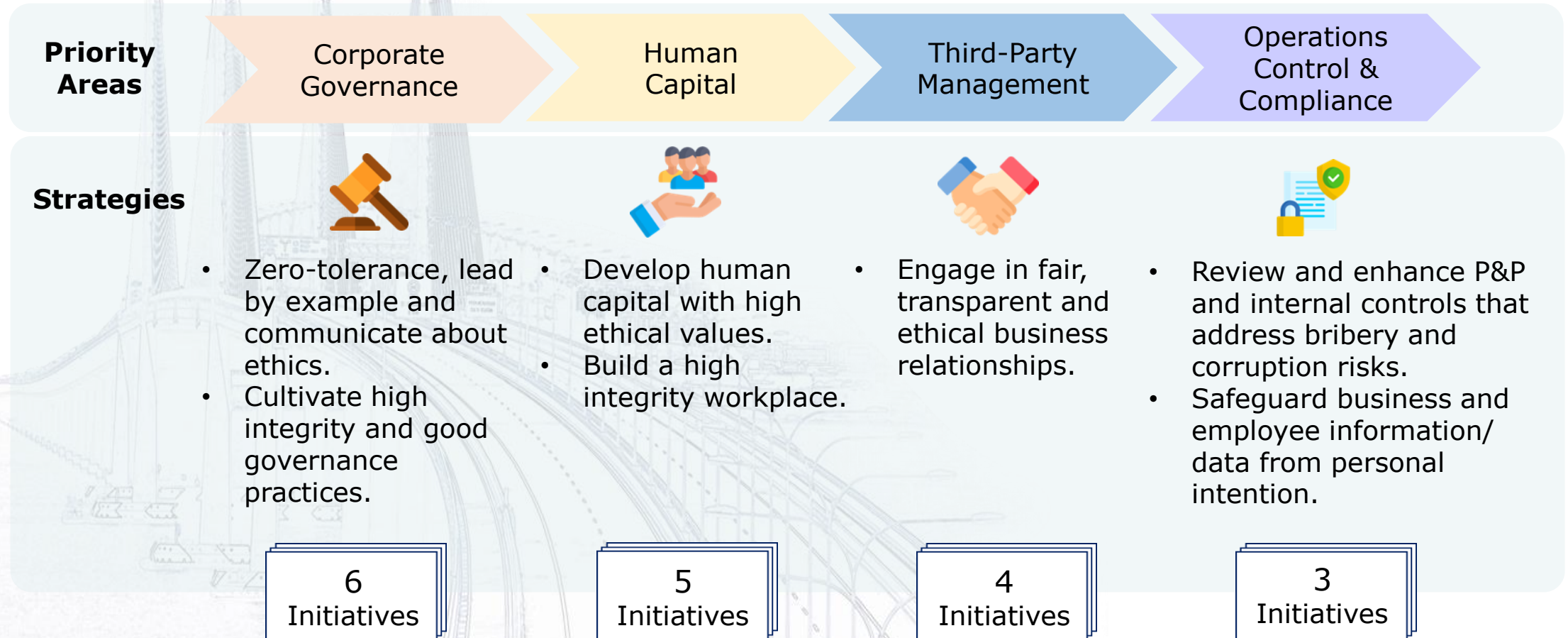


Goals

- To promote principles of honesty, transparency and fairness.
- To adopt ethical business practices (i.e. free from bribery and corruption) in compliance with Policies and Procedures (P&P) as well as laws and regulations.
- To create clear priorities on anti-bribery and anti-corruption strategies and initiatives, and to maintain good governance practices.

UEM PRIORITY AREAS, STRATEGIES & INITIATIVES

The strategies and initiatives within this OACP are formulated based on the direction provided in the Guidelines on Adequate Procedures, pursuant to Section 17A of the Malaysian Anti-Corruption Commission Act 2009 (MACC Act).





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