

UCREST BERHAD (“UCB”) (420056-K)
(formerly known as Palette Multimedia Berhad)

Whistle Blower Policy

UCB is committed to operating in compliance with all applicable laws, rules and regulations, including those concerning accounting and auditing, and prohibits fraudulent practices by any of its board members, officers and/or employees. This policy outlines a procedure for employees to report actions that an employee reasonably believes violate a law, or regulation or that constitutes fraud, corruption, bribery or blackmail, criminal offences or other practices. This policy applies to any matter which is related to UCB’s business and does not relate to private acts of an individual not connected to the business of UCB.

If an employee has a reasonable belief that an employee or UCB has engaged in any action that violates any applicable law, or regulation, including those concerning accounting and auditing, or constitutes a fraudulent practice, the employee is expected to immediately report such information to the any of the Independent Director.

All reports and disclosures will be treated fairly and properly and addressed in an appropriate and timely manner. Follow up will be conducted promptly, and an investigation conducted. In conducting its investigations, UCB will strive to keep the identity of the complaining individual as confidential as possible, while conducting an adequate review and investigation.

UCB will not retaliate against an employee in the terms and conditions of employment because that employee: (a) reports to a supervisor, to the executive director or the Board of Directors what the employee believes in good faith to be a violation of the law; or (b) participates in good faith in any resulting investigation or proceeding.

UCB may take disciplinary action (up to and including termination) against an employee who in management’s assessment has engaged in retaliatory conduct in violation of this policy.

Contact Lists

Director	Email address
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