

This is the Whistleblowing Policy adopted and confirmed by the Board at the Board meeting held on 22 June 2022.

Confirmed by:



Mr Philip Yeo Hock Chye
Independent Chairman

CHEMICAL INDUSTRIES (FAR EAST) LTD

WHISTLEBLOWING POLICY

Introduction

Chemical Industries (Far East) Ltd ("**Company**") is committed to the highest standards of openness, probity and accountability.

An important aspect of openness, probity and accountability is a mechanism to enable staff members of the Company to report misconduct in a responsible and effective manner where there is misconduct. Such reporting may also be made by other stakeholders in the organisation, such as suppliers or customers. Misconduct can range from minor issues to complex and major frauds.

Where any individual discovers information which they believe shows serious misconduct or malpractice within the organisation then this information should be reported internally in accordance with this policy without fear of reprisal.

It must be emphasised that this policy is intended to assist individuals who believe they have discovered misconduct or malpractice. It is not designed to question financial or business decisions taken by the Company or its subsidiaries and affiliates.

Objectives

This policy is designed to:

1. Support the Company's values of openness, accountability and integrity.
2. Encourage and provide avenues for employees to raise concerns within the Company, rather than ignoring a problem.
3. Enable management and the Board to be informed at an early stage about a misconduct.
4. Reassure employees that being forthcoming is appropriate and that they will be protected against reprisals for disclosing concerns.

Scope of policy

This policy is intended to cover reports regarding misconduct or malpractice past, present or prospective ("**Reportable Matters**") which could include without limitation:

- Financial malpractice or impropriety or fraud;
- Fraud, theft and misuse of the Company's property and assets, or any other criminal activity;
- Failure to comply with any applicable laws and regulations;
- Any acts or omissions or potential acts or omissions resulting or potentially resulting in danger to health & safety or the environment;
- Bribery, corruption or blackmail;

- Abuse of power or authority;
- Improper conduct or unethical behaviour;
- Intentional provision of incorrect information or withholding of information to regulatory authorities;
- Attempts to conceal any of the abovementioned acts or omissions; and
- Any other matter that may cause financial or non-financial loss to the Company, or damage its reputation.

References to Company in this policy shall also apply to any of the Company's subsidiaries or affiliates.

Confidentiality and Protection of Whistleblowers

1. Protection

This policy is designed to protect any individual who reports any Reportable Matters provided the disclosures are made:

- In good faith; and
- With the reasonable belief that there is misconduct or malpractice.

If a whistle-blower believes that he or she is being subjected to discrimination, retaliation or harassment for having made a report under this policy, he or she should immediately report those facts to the CEO or to the Audit Committee Chairman, if the CEO is the subject of the Reportable matter.

2. Confidentiality

All such reports will be treated in a confidential manner. The identity of the individual making the report will be kept confidential so long as it does not hinder any investigation. However, the investigation process may need to reveal the source of the information and the individual making the report may need to provide a statement as part of the required evidence.

3. Anonymous allegations

All individuals are encouraged to put their name to any report they make. Reports made anonymously may be much less credible and the Company is under no obligation to investigate any anonymous reports.

4. Untrue allegations

If an individual makes a report in good faith and with the reasonable belief that there is misconduct or malpractice, which is not confirmed by subsequent investigation, no action will be taken against that individual. If, however, an individual makes a report based on malicious or vexatious allegations without any reasonable belief that there is misconduct or malpractice, disciplinary action may be taken against that individual.

Procedures for making a report

Reports regarding misconduct or malpractice should in the first instance be brought to the attention of your immediate supervisor or line manager either verbally or in writing. If the report concerns misconduct or malpractice by your immediate supervisor or line manager, you may make the disclosure directly to the HR manager. Alternatively, whistleblowers may use the following channel below to report:

Email: whistleblowing@cil.com.sg

If the report contains allegations of a more serious nature, or if the allegations relate to any of the other directors, you may make the disclosure directly to the Chief Executive Officer of the Company, or the Audit Committee Chairman.

Chief Executive Officer
Chemical Industries (F.E.) Ltd
3 Jalan Samulun
Singapore 629127

Or

Chairman
Audit Committee
Chemical Industries (F.E.) Ltd
3 Jalan Samulun
Singapore 629127