



COMMITMENT TO FIGHT BRIBERY AND CORRUPTION

Dear Valued Clients and Stakeholders,

The National Institute of Occupational Safety and Health (NIO SH), an agency under the Ministry of Human Resources, was established to provide training, consultancy, research and development and the dissemination of information in the field of Occupational Safety and Health (OSH). NIO SH fully supports the Government, Ministry and the Malaysian Anti-Corruption Commission (MACC) in their efforts to combat corruption by strengthening corporate governance and embedding ethical business practices among its board of directors, management, employees, clients, vendors and stakeholders to ensure compliance with anti-corruption laws.

Corruption is defined as the act of soliciting, receiving, offering, or giving bribes as a reward or incentive for an individual to perform or refrain from performing an act related to official duties. With the enforcement of the new Section 17(A) of the MACC Act 2009 (Amendment 2018), known as Corporate Liability, effective from 1 June 2020, commercial organizations can be held liable for corruption offenses. As a proactive measure, NIO SH has obtained the ISO 37001:2016 Anti-Bribery Management System certification to encourage business activities to be conducted with integrity, free from corruption and to promote good governance practices.

NIO SH adopts a "ZERO-TOLERANCE" approach towards bribery and corruption and is committed to act professionally, fairly and with integrity in all dealings and business relationships. In line with this, we seek your cooperation in upholding the highest ethical standards in all business dealings with NIO SH. The implementation of this policy reflects our responsibility and commitment to deliver the best services transparently and fairly to our clients and stakeholders.

To ensure compliance with this policy, we request your adherence to the provisions of the law when conducting business activities with NIO SH. Should you be approached by any NIO SH personnel requesting any form of bribe or gratification, please report the matter to the Integrity & Governance Unit (IGU) or via NIO SH's confidential reporting channel at whistleblower@niosh.com.my.

We would like to remind you that non-compliance with the provisions of the law may result in stern actions against you or your employees, including referral of the matter to the MACC for further action.

NIO SH greatly appreciates your cooperation and looks forward to continue a professional business relationship, built on integrity and support for the ISO 37001:2016 Anti-Bribery Management System.

Thanks you.

Yours sincerely,

DATO' HAJI AYOP BIN SALLEH

Executive Director

NIO SH