

# Sustainability Report

## Anti-Corruption



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### WHY IS THIS IMPORTANT?

Protasco Berhad upholds high standards of business ethics and compliance across the Group as a reflection of our ROCK-IT core values: Result Oriented, Ownership, Customer Focused, Knowledge Driven, Integrity and Teamwork. This is crucial for us to protect the interests of both the business and stakeholders while building trust and reinforcing stakeholders’ confidence in us. Non-compliance with disclosure obligations may affect the continuity of our reputation, license, and trade on the public bourse.

### OUR APPROACH

At the Group level, the Board oversees matters related to ethics, integrity, and anti-corruption through the AC, particularly since the enforcement of Section 17A of the MACC Act 2018. Assisting the AC in this domain are the Corporate Assurance (CA), the Legal Unit and the Senior Management team.

Protasco maintains a zero-tolerance stance towards bribery and corruption, affirming its commitment to conducting business professionally, fairly, and with integrity across all operations. Comprehensive policies and procedures governing this commitment, including Discretionary Authority Limits, are outlined in the Integrity & Anti-Corruption Policy adopted 2020, revised in March 2021 and as of 2023 is under review for further improvements.

The Group reinforces its anti-corruption initiatives through the Whistleblowing Policy, providing a secure and confidential channel for employees and external parties to report any instances of misconduct. The whistleblowing function falls under the purview of the Executive Chairman, while CA, directly under the AC, conducts thorough and immediate investigations. CA is responsible for implementing internal control measures to detect misconduct or fraud by personnel. Any red flags or fraud identified during operational audits by CA are subject to investigation.

## OUR PERFORMANCE

### Whistleblowing Report 3-Years Summary of Cases via Whistleblowing

Details	FY2023	FY2022	FY2021
Number of cases received through whistleblowing platform	0	0	0
Number of cases resolved internally after investigation	0	0	0
Number of cases not valid after investigation	0	0	0
Number of cases pending	0	0	0
Number of cases reported to authorities	0	0	0

Under the whistleblowing category, data for 3 years have been collected. No cases were reported in the last 3 years. Moving forward, we are committed to enhancing the effectiveness of our whistleblowing process. We will implement improvements to ensure that it is more robust, transparent, and supportive of those who come forward with concerns. Our goal is to create a safer and more accountable environment for all stakeholders involved.

### Corruption risk assessment

Each BU has incorporated items aimed at mitigating the risks associated with anti-corruption operations into their existing risk registers.



## Sustainability Report

The Group’s assessment of operations for corruption-related risks over the past three years is outlined below.

Details	FY2023	FY2022	FY2021
Total number and percentage of operations assessed for risks related corruption	12 (12.25%)	16 (16.32%)	16 (16.32%)
Number of corruption risk assessments/audits conducted	9	7	7
Significant risks related to corruption identified through the risk assessment	10	6	6

**Note:**

The data for FY2021 and FY2022 has been restated from the previous report for comparative purpose.

### Corruption-related training

To ensure all the employees are well aware and have the relevant knowledge on being ethical and act with integrity, knowledge sharing, and other awareness programmes are being conducted each year. The Board ensures that at least 2 levels of employees attend and understand their responsibilities. Below is the comparison data for the last 3 years.

### Numbers and Percentage of employees that have received training on anti-corruption by level of employees

Level of Employees	FY2023	FY2022
Senior Management	7 (7%)	0 (0%)
Middle Management	30 (29%)	21 (25%)
Executive	59 (57%)	62 (75%)
Non-Executive	7 (7%)	0 (0%)



# Sustainability Report

## Corruption incidents

As of 31 December 2023, there have been **no reported incidents of corruption** within Protasco Berhad’s business operations.

### Number of cases recorded for bribery/anti-corruption by level of employees

Level of Employees	FY2023	FY2022	FY2021
Senior Management	0	0	0
Middle Management	0	0	1
Executive	0	0	0
Non-Executive	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>

## Compliance



Related  
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### WHY IS THIS IMPORTANT?

The Board underscores the significance of the Group and its subsidiaries adhering to regulatory and stakeholders’ expectations. It is imperative to deliver high-quality products and services that align with regulatory requirements. Non-compliance with these standards, as well as policies of regulators and authorities, not only impacts the businesses’ reputation but also jeopardises business continuity.

### OUR APPROACH

The success of our company is closely tied to the trust and confidence that our stakeholders place in the quality and value of our products and services for our customers and consumers. Given its substantial impact on our business

performance, this matter is diligently overseen by both the Board and Management. Clear KPIs are established for all businesses to ensure adherence to these standards. This consideration has been incorporated into the risk registers of all BUs. In FY2023, SSO has requested each BUs to submit a list of authorities that require compliance, along with their respective status. This proactive approach ensures that updates on non-compliance can be monitored and addressed promptly.

### OUR PERFORMANCE

This report has been formulated to provide stakeholders with a transparent view, encompassing three categories of compliance.

