

	<p align="center"><b>KUM FATT ENGINEERING SDN BHD</b>  Reg. Co. No. 200901003119 (846046-M)  No.55 &amp; 57 Jalan Teratai 7, Taman Johor Jaya, 81100 Johor Bahru, Johor  Tel : (6)07-355 0028 Email : info@kumfatt.com</p>	Doc. No.	KFE-SM-AP17
	<b>CODE OF ETHICS</b>	Rev. No.	00

KUM FATT ENGINEERING SDN BHD ("KFE") and its Group of companies ("KUM FATT GROUP") will strictly observe the principles of honesty, impartial and fairness with legal and moral standards. All employees of KUM FATT GROUP must comply with all national, provincial and local laws, ordinances, regulations of their localities, as well as this policy.

The code of ethics of KFE aimed to provide staff with certain rules and standards to be followed in their connections with customers, suppliers and other related parties of our business. KFE strictly prohibits any suspicious or illegal intelligence gathering, in order to protect the reputation and employees to avoid the occurrence of any unethical business behavior.

KFE is committed to develop business with high ethical standards, determined to provide quality products and outstanding services globally.


All Directors, Management and staffs will strictly comply with high ethical standards and perform all obligations of an outstanding corporate

**1. To achieve this target, all employees shall assume the following responsibilities:**

- a) Produce quality products and protect the environment in accordance with the safe operation regulations of KFE;
- b) Sincerely and equally treat all of the customers and suppliers;
- c) Honest, impartial and legitimate business development;
- d) Avoid conflict of personal interests and corporate interests;
- e) Protect and proper use of internal information, materials, property and resources of the Company;
- f) Non-public information shall keep in confidential and is not for private interests;
- g) Prevent the abuse of power, corruption, insider trading and money laundering; and
- h) Encourage to whistle blow or report unlawful or unethical behaviour and any violation of the Code through the Whistleblowing Policy.

**2. When dealing business on behalf of KFE, each employee shall adhere to high ethical standards to maximize its benefits. The following situations shall be handled with extra-care to avoid violation of the rules and regulations of KFE :**

- a) Employees shall not accept or claim any amount of cash, gifts, privileges or hospitality, unless it is consistent with normal business practices, such as normal business meals, annual trips, service award, etc.;

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b) Employees shall strive to avoid or shall accurately report any potential conflicts of interest between individuals and KFE;

c) Without permission, employees shall not disclose confidential information to external person or employees within the Group who shall not be informed with such information; and

d) When reporting or handling the financial statements, employees shall not tamper with, falsified, deliberately omitted or hide the fact.

If the staff have any questions in relation to the ethics standards of KFE, please ask supervisors or managers for a clear guide.

It is the responsibility of every employee to protect the tangible and intangible assets of the Group.

### **3. Non-discriminating principles**

As part of its code of ethics, KFE insists that everyone is equal and respected as an individual.

KFE will not discriminate against suppliers, customers, employees and shareholders.

### **4. Gifts**

The selection of suppliers, partners is based on competitive prices, reliable quality and timely delivery. Bribery or preferential condition is strictly forbidden.