

THIRD WORLD NETWORK BERHAD WHISTLEBLOWING AND PROTECTION POLICY

Purpose

This policy is to ensure the functioning of Third World Network Berhad (TWN) with accountability and transparency by staff informing and reporting about suspected wrongdoings, which would affect the integrity and reputation of the organisation. (Refer to TWN Policy on Corruption and Fraud)

Principles

- TWN staff should be facilitated to inform and report about wrongdoings in relation to corruption and fraud.
- The policy provides protection to the whistleblower against victimization related to the informing of the abovementioned wrongdoings
- The procedure to inform about the abovementioned wrongdoings can be through a report attributed to the complainant or through anonymous communication.

Process

- On receiving the information about a wrongdoing an investigation will be conducted to find out and verify the issues mentioned.
- An investigation team will be determined by the senior management upon receipt of such information. If the senior management is involved, the Board of Governors or designated Governors will conduct the investigation. If a Governor is involved, the Board will investigate and external persons can be included in the team.
- The report of the investigation will be submitted to the Board along with the recommendations for appropriate action