

	FARM PRICE HOLDINGS BERHAD	Doc No.	FPSB-POL-06
	CODE OF CONDUCT AND ETHIC	Rev No.	00

(Registration No.: 202301019404 (1513326-T))
(Incorporated in Malaysia)

FARM PRICE HOLDINGS BERHAD

CODE OF CONDUCT AND ETHIC

Prepared by:	Reviewed by:	Approved by:
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1. INTRODUCTION

This Code of Conduct and Ethics (the “**Code**”) stipulates the sound principles to guide all directors and employees of FARM PRICE HOLDINGS BERHAD (“**Farm Price**” or the “**Company**”) in discharging their duties and responsibilities and in dealing with its stakeholders, customers, fellow employees and regulators to demonstrate good judgment and honesty, loyalty and ethics in the conduct of our business.

The objectives of this Code are to ensure that the Board, management and all employees, of the Company to whom this Code applies, aware and understand their obligations and responsibilities as set out in this Code.

2. COMMITMENT AND COMPLIANCE

It is our commitment to ensure compliance with relevant laws, rules, and regulation applicable to our business activities. It is the responsibilities of the Company to ensure its directors and all employees understand, observe, and comply with the laws, rules, and regulations that applicable to their specific roles and responsibilities in conducting the business activities with integrity. The Company is responsible for preventing violation of law and voice out for any possible violations within the Company.

Compliance with the principle of this Code is an essential element in the business success. The Company through its Human Resource Department is responsible to ensure that the principles as set out in this Code are communicated, understood, and observed by all employees and Directors. Compliance with the Code is being monitored and reported by the internal auditors and subject to review by the Board on an annual basis.

3. PURPOSE

The Code is formulated with the intention of achieving the following objectives:-

- (a) To uphold the spirit of responsibility and social responsibility in line with the legislation, regulations and guidelines for administrating a company.
- (b) To articulate the high standard of honesty, integrity, ethics and law-abiding behavior within the Company;
- (c) To improve self-discipline in order to provide good quality services;
- (d) To ensure that all directors and employees are aware of their ethical obligations; and
- (e) To enhance the standard of corporate governance.

The Code provides guidance to ensure that upholding the ethical conduct in the daily work. However, separate guiding regulations may be established by the Board of the Group or other governing body

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of each the Group of companies when more detailed standards of conduct are deemed necessary by the Group's Board or governing body.

4. PRINCIPLES OF THE CODE

4.1 Competition

We are dedicated to ethical, fair, and robust competition where all our suppliers, customers and vendors shall be treated fairly and consistently. The Company's products and services shall be offered to them at the most suitable and competitive terms to ensure the Company products and services are delivered honestly and fairly to meet their expectation. As such, any false and misleading statements are not acceptable.

4.2 Protecting Confidential Information

Information is one of the important assets of the Company. All information about financial and personal of the customers, suppliers, employees, and others which are collected and is useful to the Company or the competitor shall be treated confidential and protected. This information shall not be shared with any unauthorized persons or third party. Directors and employees of Company must not engage in unauthorized use, disclose, copy, or distribute this information.

4.3 Conflict of Interest

Employees and Directors must not use their positions or their knowledge of the Company to engage in any relationship or activities which may impair their ability in making objective and fair decision in the course of discharging their duties. Employees and Directors must not use the property or information of Company or to compete with the Company for personal interest or gain which may conflict with the Company interest and caused damage or losses to the Company. All actions or decision made, and activities undertaken within the Company shall be for the best interest of the Company. Employees who have doubt in issues related to conflict of interest should seek advice from the management before engaging in any activities, transaction or relationship that might give rise to conflicts of interest.

4.4 Gifts, Entertainment and Corporate Hospitality

As a rule of thumb, directors and employees should not accept gifts, the use of services or entertainment or gratuities which involve cash or cash equivalents or which could be evaluated as illegal or improper exchanges given by third parties who have business dealings with us as this may compromise our integrity or affect our professional judgement in discharging our full responsibilities to the Company.

However, some business situations may call for giving gifts. In such situation, any form of gift to be given must be legal and have a legitimate business purpose and can only be authorized by the authorized personnel of the Company.

Directors and employees must therefore exercise due care and judgment when offering or accepting gifts, hospitality or modest entertainment to protect the reputation of the Company against allegations

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of impropriety and to ensure Anti-Bribery and Corruption Policy adopted by the Company is not breached.

4.5 Whistleblowing Policy

The Company believe that the in place of the Whistleblowing Policy will facilitate and encourage disclosure of genuine concerns about any possible violations and improprieties in matters related to financial reporting, compliances and other malpractices committed within the organization. Should any employees have information in regard to the violation or improprieties, he/she should report the matter immediately to the line manager, higher management, or the Board. All reports or complaints of this nature shall be treated strictly confidential unless otherwise required disclosure by the law or court order.

5. FAILURE TO COMPLY

It is the responsibility of directors and employees to ensure full compliance with all the provisions in this Code and to seek guidance where necessary from the respective division head or from the Human Resource Department. Directors must immediately report any concern about possible/ actual breaches of the Code by any director to the Chairman and strictly observe the relevant internal document.

In the event of any breaches of this Code by any Director, the Board shall determine appropriate actions to be taken after considering all relevant information and circumstances.

When in doubt, directors and employees should always be guided by the basic principles stated herein. Failure to comply with this Code may result in disciplinary action, including the possibility of dismissal and, if warranted, legal proceedings or criminal sanctions.

6. REVIEW OF THE CODE

This Code shall be reviewed by the Board to ensure it remains consistent with the Company's objectives and Board's responsibilities and in line with the relevant laws and legislations

END.