

ANTI BRIBERY POLICY

IO Setia Ventures Sdn Bhd (IOSV) has a **ZERO TOLERANCE** approach to giving or accepting bribes or kickbacks, regardless of local laws or customs. Gifts, hospitality, or entertainment provided must be **reasonable, transparent**, and in compliance with applicable laws.

IOSV is committed to conducting its business with integrity, transparency, and in compliance with all applicable laws. Together, IOSV will create an ethical and responsible work environment.

OBJECTIVE & COMPLIANCE

The objective of this policy is to establish guidelines and expectations for all IOSV employees to prevent bribery and corrupt practices in any form. This policy applies to all individuals associated with IOSV, including but not limited to employees, contractors, and third-party representatives.

IOSV employees must comply with the **Malaysian Anti-Corruption Commission Act 2009**, and other applicable anti-corruption laws in the jurisdictions where IOSV operates. Employees must **report** any suspected or observed bribery or corrupt activities to their immediate supervisor or through designated reporting channels. **Whistleblowers will be protected from retaliation.**

CONSEQUENCES

Violation of this policy may result in disciplinary action, including termination of employment, legal action, and reputational damage to the individual and IOSV.



Ir. Mohd Iwan Jefry Abdul Majid
Managing Director

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iosv.com.my