

WHISTLEBLOWER POLICY

MIFCO is committed to maintaining a culture of **integrity, transparency, accountability and openness**. The Whistleblower Policy provides a framework for employees and relevant stakeholders to raise concerns in good faith regarding suspected fraud, corruption, misconduct, violations of laws or company policies, health and safety concerns, misuse of company resources, and other improper activities.

Scope

Policy applies to all employees of MIFCO and other Stakeholder that deal with the company with respect to their activities, for on or behalf of the the company. Law No. 16/2019 (Whistleblower Protection Act) shall be adopted as the main guideline to company policy and procedure.

The Company's Whistleblower Policy was approved by the Board of Directors and became effective on 30 March 2021

Reportable concerns



Financial malpractice, impropriety, fraud or corruption



Failure to comply with the legal obligation or statutes or company policy and procedure



Health, safety or environmental dangers



Criminal Activity



Sexual harassment



Improper or unethical conduct



Negligence in fulfilling legal/regulatory responsibilities



Harmful environmental activities



Misuse of company resources



Revengeful activity to whistle blower

Reporting channels



Anonymous



In person



Regular Mail – email through the company website



Mobile: 7212141 — Viber/WhatsApp/Telegram

PROTECTION AND CONFIDENTIALITY



Your concerns help MIFCO strengthen **transparency, accountability and ethical conduct.**

If you have a genuine concern about suspected wrongdoing or improper conduct, we encourage you to speak up through the available reporting channels.



Your concern will be handled with **confidentiality and appropriate care.**

EFFECTIVE DATE



30 March 2021

ABOUT THIS INFORMATION



Above information provided are a summary of MIFCO's Whistleblower Policy.

The full Whistleblower Policy is an internal company document.



For more information, please contact the Internal Audit Department.



Thank you for helping us build a culture of integrity and ethical conduct.
Your voice makes a difference.