

CYCLE & CARRIAGE BINTANG BERHAD

GROUP POLICY ON DISCLOSURE OF MATTERS OF SERIOUS CONCERN (WHISTLE-BLOWING POLICY)

Policy

The Jardine Matheson Group Code of Conduct requires that all Group companies and businesses comply with the general law, with all rules and regulations applicable to particular businesses and with proper standards of business conduct.

Accordingly, Cycle & Carriage Bintang and its group of companies ("Group") encourages employees to report matters of serious concerns that may affect the professional and compliant operation of the Group's businesses and its reputation. The raising of genuine concerns about malpractice (whether by employees or third parties on behalf of the company) at the earliest practicable stage enables the company to take appropriate action in a timely and ethical manner.

What Should Be Disclosed?

These are examples of the types of matters that should be reported (the list is not exhaustive):

- a criminal offence, e.g. fraudulent activities;
- a failure to comply with any legal or regulatory obligation;
- the health and safety of any individual being put at risk;
- racial or sexual harassment;
- financial irregularity;
- the giving or receiving of bribes, other illicit payments or inducements; or
- deliberate concealment relating to any of the above.

Who Should You Tell and How?

You should first raise malpractice concerns with your line manager or another senior manager within your business unit or department. However, if the malpractice in question directly involves the relevant line manager and/or senior manager or you believe you cannot raise your concerns within normal reporting lines then you should report the matter to the Designated Person.

If you have raised a malpractice concern within your business unit or department and you feel that, having done so, the issue is not being dealt with in an appropriate manner, you should also report the matter to the Designated Person or the JC&C Designated Director.

The Designated Person within the Group is:

Mr. Haslam Preston
Chairman of the Board

Contact details are:

- Tel: (65) 6470 8102
- Email: haslam.preston@jcclgroup.com
- Fax: (65) 6475 1117

The JC&C Designated Director is:

Mr. Adrian Teng
Group Finance Director

Contact details are:

- Tel: (65) 6470 8103
- HP: (65) 9788 9908
- Email: adrian.teng@jcclgroup.com
- Fax: (65) 6475 1117

If you feel that it is necessary to report your concern on an anonymous basis, you may do so. Please bear in mind that it is generally easier to investigate and resolve issues if your identity is known.

Investigation

Wherever possible, you should report matters in writing and provide supporting documentation. If this is not possible, oral reporting is acceptable.

Matters brought to the company's attention will be investigated thoroughly and sympathetically. They will be made available to Group Audit and brought to the attention of the company's audit committee. Appropriate feedback will be given to the reporting employee, if his or her identity is known.

The Group's policy is to protect and support employees who report genuine (non-malicious or vexatious) matters of concern. However, in serious circumstances when the information provided results in legal or criminal proceedings, it is likely that disclosure of the identity of the reporting employee may be unavoidable.

If you have raised a malpractice concern and you believe that, having done so, you have been treated detrimentally, you should report this immediately to the Designated Person, JC&C Designated Director or the Jardine Matheson Group General Counsel.

Reporting to the Group General Counsel

Under the policy, you may report directly to the Jardine Matheson Group General Counsel any matter of serious concern that you feel unable to report directly under your unit or departmental reporting procedures or if you believe that such matters have not been properly addressed by the existing procedures. The contact details of the Jardine Matheson Group General Counsel are:

Mr. Jeremy Parr

- Tel: (852) 2843 8299
- Email: Jeremy.Parr@jardines.com
- Fax: (852) 2845 9005

Legal Obligations

This policy does not affect the rights or obligations of any employee to report a criminal matter or other matter requiring disclosure to an external party as may be required by law.