



ANTI-BRIBERY MANAGEMENT SYSTEM (ABMS) POLICY

CYBERVIEW SDN BHD is committed to comply with all regulatory conditions and anti-bribery standard requirements by;

- 1 Creating a bribery-free business environment and achieving the ABMS objectives;

- 2 Complying with applicable laws and regulations against bribery and corruption practices;

- 3 Upholding anti-bribery principles in all business dealings and interactions with external parties, including business partners, government agencies and stakeholders;

- 4 Upholding the values of transparency and good corporate governance within the organisation;

- 5 Establishing an independent department / unit to be responsible for anti-bribery compliance of the organisation;

- 6 Subjecting all employees who do not comply with this anti-bribery policy to disciplinary actions in accordance with the company's policies, procedures, directives and guidelines and if warranted legal action based on applicable laws; and

- 7 Adopting a positive attitude towards continual implementation, maintenance and improvement of ABMS.

This policy shall be:

- (i) the framework for establishing and reviewing the COMPANY ABMS objectives;
- (ii) appropriate to the purpose and the context of the organisation and support its strategic direction;
- (iii) communicated with and understood by the internal and external stakeholders; and
- (iv) reviewed for continuing suitability during management review.

Reviewed by,

Mohd Salem Kailany
06 April 2021



POLISI SISTEM PENGURUSAN ANTI RASUAH (ABMS)

Cyberview Sdn Bhd komited untuk mematuhi semua syarat kawal selia dan keperluan standard antirasuah dengan;

- 1 Mewujudkan persekitaran perniagaan yang bebas rasuah dan mencapai objektif ABMS;
- 2 Mematuhi undang-undang dan peraturan yang berkaitan rasuah dan amalan rasuah;
- 3 Menegakkan prinsip antirasuah dalam semua urusan perniagaan dan interaksi dengan pihak luar, termasuk rakan perniagaan, agensi kerajaan dan pemegang taruh;
- 4 Menegakkan nilai ketelusan dan tadbir urus korporat yang baik dalam organisasi;
- 5 Menubuhkan jabatan/unit bebas yang bertanggungjawab terhadap pematuhan anti-rasuah dalam organisasi;
- 6 Mengenakan tindakan tatatertib kepada semua kakitangan yang tidak mematuhi polisi anti-rasuah, berdasarkan polisi, prosedur, arahan dan garis panduan syarikat dan tindakan undang-undang jika terdapat keperluan berdasarkan undang-undang yang terpakai; dan
- 7 Mengamalkan sikap positif terhadap pelaksanaan berterusan, pengendalian dan penambahbaikan ABMS.

Dasar ini ini hendaklah:

- (i) menjadi rangka kerja untuk membangunkan dan menyemak objektif ABMS syarikat;
- (ii) bersesuaian dengan tujuan dan konteks organisasi serta menyokong hala tuju strategiknya;
- (iii) diuar-uarkan dan difahami oleh pemegang taruh dalaman dan luaran;
- (iv) disemak untuk memastikan kesesuaian yang berterusan semasa semakan pengurusan.

Disemak oleh:

Mohd Salem Kailany
06 April 2021