

# ANTI-BRIBERY MANAGEMENT SYSTEM (ABMS) POLICY

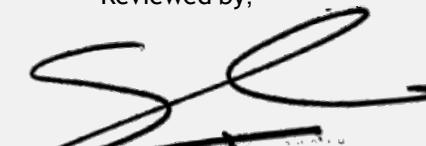
CYBERVIEW SDN BHD is committed to comply with all regulatory conditions and anti-bribery standard requirements by;

- 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)

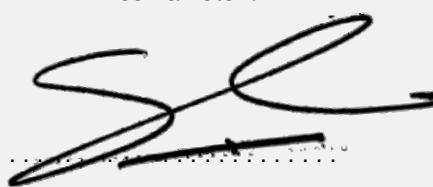
Cyberview Sdn Bhd komited untuk mematuhi semua syarat kawal selia dan keperluan standard antirasuah dengan;

- 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) diuarkan 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