



## ANTI-CORRUPTION PROGRAMME

### CHAIRMAN'S STATEMENT ON INTEGRITY

Dear Employees and Business Associates:

Pacific & Orient Berhad and its subsidiaries (“**P&O Group**”) have long held themselves to the highest ethical standards while building a long-term relationship of trust in delivering value and quality to our customers. The foundation of our approach is integrity: doing business in the right way to deliver all that we promised.

When it comes to our workforce, we emphasise a good working environment. We seek to maximise the potential of our people through training and career development, delivery of maximum value and enjoyment of the rewards of high-performance. We believe the progress of P&O Group is best achieved by our employees’ collective hard work and integrity.

Our integrity extends to our network of business associates. We believe in profitable, long-term relationships which prosper both parties based on a commitment to excellence and mutual trust. As with our personnel, we expect our business associates to give us their best, with their performance recognised and rewarded as best we can. If we identify issues which need to be addressed, it is our hope and expectation that our business associates will deal with these issues promptly and effectively. And when all goes well, our good relationships can continue to ensure that we all benefit.

We wish to stress that we are fully supportive of the anti-corruption agenda. By establishing policies and procedures on a wide range of corruption challenge areas, based on the government guidelines and international best practices, we remain committed to the highest level of integrity in safeguarding P&O Group, its employees and business associates against the impact of corruption.

To this end, we are pleased to announce that we have established our Anti-Corruption Programme (“**the Programme**”), which is a comprehensive set of policies, procedures, controls, training and communication designed to strengthen our position in this important area. Adherence to the Programme will not only enable us to comply with applicable laws and regulations but afford us tangible business benefits and help support the service excellence needed to create and maintain long lasting relationships. As such, our corporate commitment to high integrity makes P&O Group an organisation that we are all proud to work for.

Each of us must regularly affirm our commitment to integrity by acknowledging our agreement to the codes of behaviour outlined in the Programme. All the directors, employees and business associates of our P&O Group are expected to understand P&O Group’s position in relation to integrity and anti-corruption and ensure their compliance with the Programme. Please recognise the compliance responsibility P&O Group places by each and every one of us.

**Chan Hua Eng**  
**Chairman, Pacific & Orient Berhad**