



## WATTA GROUP OF COMPANIES

### CODE OF ETHICS AND CONDUCT

#### (A) INTRODUCTION

The Board of Directors of Watta Holding Berhad acknowledges the importance of acting ethically at all times and to ensure that our business activities and practices meet the highest standards of integrity in line with the values of our Company. Our commitment to integrity is necessary for protecting and supporting our employees, enhancing the credibility of our business practices and safeguarding the reputation of Watta Holding Berhad and its subsidiaries (“Watta Group”).

This code of conducts shall apply to all directors and employees of Watta Group.

#### (B) THE PURPOSE OF CODE

We shall uphold the highest of ethical and professional standards through fair, honest, unbiased and professional dealings with employees, suppliers, customers, stakeholders and any other persons having dealing with Watta Group.

The Staff of Watta Group shall uphold the high standards of personal integrity and professionalism. We shall at all time avoid any corrupt practices in business dealings such as accepting and offering gifts and benefits that may affect or perceived to affect the performance of our duties.

We shall report any unlawful or unethical behavior in the workplace through appropriate channels provided in the Whistle-Blowing Policy.

##### **(1)The code stipulates that staff should not:**

- i) Engage directly or indirectly in any business activity that competes or is in conflict with the Watta Group interest.
- ii) Misuse or abuse their positions in the Group for their personal benefit or for the benefit of other persons.
- iii) Misuse of information. Staff should not copy, remove or make use of any information obtained in the course of business for the direct or indirect benefit of themselves or of any other persons.

- iv) We must not disclose any confidential information which we obtain in the course of performing our duties to another third parties unless such disclosure is authorized by the Board or Executive Directors.

**(2) In addition to these, staff should:**

- i) Ensure the integrity and accuracy of records and/or transactions.
- ii) Ensure fair and equitable treatment in all business dealings on behalf of the Watta Group.
- iii) Maintain the highest standard of service in their relationship with customers.
- iv) Maintain confidentiality of all relations and dealings between the Group and its customers.
- v) Observe and comply with all applicable laws and regulations of the governmental and/or regulatory authorities and the internal policies that apply to the Group's business
- vi) Protect the Group's assets against waste, loss, damage, misuse or theft and ensure these assets are used responsibly in the performance of our duties.
- vii) Disclose and make clear of any actual or potential conflict of interest transactions that may arise from any business dealings or transactions associated with the Group

***End of Code of Ethics and Conduct***