

CODE OF CONDUCT AND ETHICS

Introduction

Cypark Resources Berhad (the “Company”) has adopted the following Code of Conduct and Ethics (the “Code”) for the Directors, management and employees of the Company and its subsidiaries (the “Group”). The Code is binding throughout the Group to promote actions that follow ethical conduct to avoid any impropriety. In addition, the Group and its Directors, management and employees are subject to the Laws of Malaysia in every respect. All directors, management and employees of the Group shall be referred to as “Officers” hereon.

Objectives

The Code is formulated with the intention of achieving the following aims:-

- 1) To articulate the high standard of honesty, integrity, ethics and law abiding behaviour within the Group;
- 2) To improve self-discipline in order to provide good quality services;
- 3) To ensure that all Officers are aware of their ethical obligations; and
- 4) To enhance the standard of corporate governance.

Compliance with the Code

Each Officer must comply with the following:-

1. Conflict of Interest

Officers shall avoid any business or other relationship that may create a conflict. Conflict of interest occurs when an officer’s private or personal interest interferes, or may appear to interfere, with the interests of the Group.

If an Officer faces a situation that may involve or lead to a Conflict of Interest, the Officer shall disclose it to his or her line Manager and/or the HR or the Legal to resolve the situation in a fair and transparent manner.

2. Gift and hospitality

No officers shall receive or offer, directly or indirectly, any gift and business courtesies. Officer should accept gift in relation to cultural celebration only. Officer shall not accept any personal benefit when they are placed in a position in which their judgement is likely to be biased.

3. Integrity and Professionalism

All Officers should conduct themselves with the highest degree of integrity and professionalism in the workplace or any other location while on business.

4. Confidentiality

Officers shall keep confidential all proprietary information of the Group and its client(s), which includes commercial and human resource data, design and intellectual property of all forms.

Officers shall not speak to the media or publish anything about the Group or its clients' business unless authorised.

5. Group Assets

Assets should be managed and safeguarded in a manner which protects their values. All Officers have an affirmative duty to immediately report theft, loss, or misappropriation of any assets. These obligations cover both tangible and intangible assets.

6. Reporting illegal or non-compliant conduct

Officers shall report any practices or actions believed to be inappropriate under the Code or even illegal to their Line Managers or the appropriate members of the HR or the Legal or Compliance function.

7. Compliance with laws and regulations

Besides the Code, Officers are also required to know and comply with any laws and regulations that are applicable to their working activities, including those set out in the Board Charter (applicable to Directors only) and Employee Handbook.

8. Violation of the Code

Officers must not use inside information, confidential material or non-public information for their own financial benefit either directly or indirectly. In addition to being a violation of law, Officers should report to HODs or Head of Human Resource about the known or suspected illegal or unethical behaviour. The Company's Executive Directors and senior management shall promptly report any known or suspected violations of the Code to the Board. All Officers shall refer to and adhere to the Whistle Blower Policies and Procedures.

9. Consequences of non-compliance with the Code

In case of breach of the Code by the Officers, the Company shall initiate appropriate action as deemed necessary.

10. Amendments to the Code

The provision of the Code may be modified by the Board of the Company from time to time in line with changes in law and it will be conveyed via company memorandum.