



RECODA
Regional Corridor Development Authority

WHISTLE-BLOWING POLICY

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1. Policy Statement

RECODA is committed to the highest standard of integrity, openness and accountability in the conduct of its businesses and operations. It aspires to conduct its affairs in an ethical, responsible and transparent manner.

Recognising the abovementioned values, RECODA provides avenue for all employees of RECODA and members of the public to disclose any improper conduct within RECODA involving RECODA Management and Staff.

2. Objective of the Policy

This policy is to provide an avenue for all employees of RECODA and members of the public to disclose any improper conduct in accordance with the procedures as provided under this policy and to provide protection for employees and members of the public who report such allegations.

3. Scope of the Policy

This policy is designed to facilitate employees and members of the public to disclose any improper conduct (misconduct or criminal offence) through internal channel. Such misconduct or criminal offenses include the following:

- i. Fraud
- ii. Bribery
- iii. Abuse of Power
- iv. Conflict of interest
- v. Theft or embezzlement
- vi. Misuse of Organisation's Property
- vii. Non Compliance with Procedures

The above list is not exhaustive and includes any act or omissions, which is proven, will constitute an act of misconduct under the relevant laws and regulations or any criminal offence under relevant legislation in force.

4. Applicability of the Policy

Subject to the requirement of applicable local jurisdiction, this policy applies to all Board Members and employees of RECODA. This policy also applies to members of the public, where relevant.

5. Procedure in Making a Disclosure

All disclosures are to be channeled in accordance with the procedures as provided under this policy.

Report on improper conduct can be submitted using *Report on Misconduct Form* via:

1. Email: integrity@recoda.gov.my
2. Mail: Head of Integrity Unit,
Regional Corridor Development Authority,
Level 1,2,5 & 6, LCDA Tower, Lot 2879, The Isthmus,
Off Jalan Bako,
93050 Kuching, Sarawak
3. Online Form: <https://www.recoda.gov.my/integrity-complaints>

6. Protection to Whistle-blower

A whistle-blower will be accorded with protection of confidentiality of identity, to the extent reasonably practicable. In addition, an employee who whistle blows internally will also be protected against any adverse and detrimental actions for disclosing any improper conduct committed or about to be committed within RECODA, to the extent reasonably practicable, provided that the disclosure is made in good faith.

7. Anonymous Whistle-blower

Anonymous disclosure is not prohibited. Nevertheless, the extent to which a Disclosure can be investigated may be limited to the information provided.