



**AYEYAR HINTHAR HOLDINGS CO., LTD.**

## **Whistle Blowing Policy**



# AYEYAR HINTHAR HOLDINGS CO., LTD.

## Whistle Blowing Policy

The Code of Ethics is adopted by AYHT requires all Board members, officers, managers, staff, consultants and vendors to observe high-standards in their business and personal conduct. All Board members, officers, managers, and staff are expected to comply with the Board's code of ethical conduct and applicable laws and to report violations or suspected violations in accordance with this policy.

### Complaints or Concerns Reporting

Board members, officers, managers and employees are required to communicate suspected violations of the code of ethical conduct, a possible violation of laws, regulations, AYHT's policies or any wrongdoing to the Chairman of the Board or its Board office or Secretary. Similarly, if a representative or consultant of AYHT, customer or any person who conducts business with AYHT the provisions of any of AYHT's practices or procedures, that person must report such suspected violations to the Chairman of the Board or Board Office or Senior Management. Failure to report of violation, a complaint or any concern of such possible violation to AYHT may be subject to disciplinary action for keeping silent.

Provided that the reporter of violation does not need to identify him/herself, for an effective investigation the reporter should provide detailed information or fact as possible concerning such alleged violation or breach of AYHT's policies, including where and when the disturbance or incidents occurred, and the names and titles of the such individuals are involved.

### Types of Concerns



# AYEYAR HINTHAR HOLDINGS CO., LTD.

1. Supplying false or misleading information of AYHT’s financial, legal or other public documents, including internal revenue.
2. Providing false information to or withholding confidential information from AYHT’s Board, auditors, and management.
3. Altering, destroying or concealing a document or attempting to do so, with the intent to impair the document’s availability for use in an official matter or proceeding, in violation or laws and regulations or AYHT’s policies.
4. Destroying, concealing, altering and covering up, falsifying or making false entry in any record that may be connected to an official matter or proceeding in violation of laws and regulations or AYHT’s policies.
5. Circulating or posting written or graphic material either on internet, social media, or publicly visible areas that denigrates or aversion toward an individual or group because of race, color, religion, gender, nationality, age, disability or other protected by law.
6. Violating the Code of (Ethical) Conduct and/or the Conflict of Interest Policy.
7. Facilitating or concealing any of the above or similar actions.

## **Confidentiality**

All communications facilitate under this policy shall be treated in a confidential manner, except to the extent necessary

1. To conduct a complete and fair investigation, or
2. For review of AYHT’s operations by the Board, Audit Committee (if any), independent public accounts and/or external legal counsel/consultant.

AYHT will promptly and fully investigate all reports. Reporting violations or possible violations should be done in accordance with this policy.

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