



APPENDIX 1

STAFF DECLARATION FORM

I, \_\_\_\_\_, hereby declare that I have read and understood HEXTAR Group's Anti-Bribery and Corruption Policy & Procedures ("Policy") and the responsibilities required of me in relation to the said Policy.

I will abide by the requirements and provisions set out in the Policy which shall be read together and forms part of my employment contract with HEXTAR Group.

I hereby confirm that I will: -

- a) comply with all applicable laws, regulations, and sanctions relating to anti-bribery and anti-corruption including but not limited to the Malaysian Anti-Corruption Commission Act 2009 ("Act") or any equivalent laws which I am/it is subject to;
- b) not engaged in any activity, practice, or conduct which would constitute an offence under the Act or equivalent laws;
- c) take a zero-tolerance approach to bribery and corruption and observed the highest ethical standards in my activities/its own business activities and agree that neither I/it nor any associated person have/has offered, promised or accepted any payment or gift to or from any person (directly or indirectly) for the purpose of influencing a decision; and
- d) maintain and comply with relevant policies and procedures designed to promote and achieve compliance with applicable anti-corruption laws.

I understand that if I am party to any breach of the Policy during the term of my employment, then it could be regarded as major misconduct which may result in disciplinary action, up to and including dismissal against me.

Name : \_\_\_\_\_  
MyKad / Passport No. : \_\_\_\_\_  
Designation : \_\_\_\_\_  
Date : \_\_\_\_\_