



WHISTLEBLOWER POLICY

NASLEM is committed to maintaining the highest standards of **integrity, transparency, and accountability** in all aspects of its operations.

This Whistleblower Policy is established to encourage all members, employees, contractors, and stakeholders to **speak up and report any misconduct, corruption, fraud, violation of law, unsafe act/ condition or unethical behaviour** that may harm the organization or the scaffolding and lifting industry in Malaysia.

We ensure that every report made in **good faith** will be treated **seriously, confidentially, and fairly**. Whistleblowers who disclose information honestly and responsibly are **protected against any form of retaliation or discrimination**, in accordance with the **Whistleblower Protection Act 2010 (Act 711)**.

NASLEM strictly prohibits the concealment of wrongdoing and encourages a culture of **trust, responsibility, and ethical behaviour** among all members and partners.

Any report received will be reviewed and investigated by the **Integrity Committee** and, where necessary, appropriate corrective or disciplinary action will be taken.

“Speak Up for Integrity – Your Voice, Our Trust.”
“Berani Lapor, Demi Integriti Industri.”

A handwritten signature in black ink, appearing to read "Nor Muhammad Afiq Bin Nor Zambri".

NOR MUHAMMAD AFIQ BIN NOR ZAMBRI
President

01st October 2025