



# Whistleblower Policy

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## Policy Statement

At TTB, all employees are required and other stakeholders are encouraged to report suspected wrong doing within the bank while having whistle blowing process to keep the information confidential and protect whistle blower from unsecured situations. The whistle blowing policy is adopted to serve the following purposes:

- To encourage and enable all employees and stakeholders to make a confidential report of any suspected wrong-doing
- To promote the highest standards of ethical conduct and compliance with laws, regulations, conducts and any other requirements
- To protect the legitimate interests and reputation of customers, employees and the bank

In the policy, there are various components of Whistle Blowing as follows:

1. Confidentiality: the reporting officer or any persons involved in the investigation has agreed the confidentiality of whistle blower
2. Reportable conduct and wrong-doing: the bank has provided the alternative reporting channels for wrong-doing
3. Good Faith: the bank must protect the rights of employees who reports the concern in a good faith and must respect confidentiality of the report

Reporting Channels: the reporting channels should be communicated to all employees and stakeholders on Intranet and website.