

		External			
		Whistleblowing Policy			
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Revision No.	0	Effective Date	1st March 2026		

1. Policy Commitments

Cubebee Design Sdn Bhd is committed to maintaining the highest standards of integrity, transparency, and accountability in all business activities. The Company encourages employees and stakeholders to report any suspected misconduct, unethical behaviour, or breach of laws or company policies in good faith.

The Company commits to:

- Providing a safe and confidential mechanism for reporting concerns.
- Protecting whistleblowers from retaliation when reports are made in good faith.
- Ensuring all reports are assessed fairly, objectively, and in a timely manner.
- Promoting a culture of integrity, transparency, and accountability.

2. Reporting of Concerns

Any suspected misconduct, unethical behavior, or breach of company policies may be reported through the Company's designated whistleblowing channels.

Reports may be submitted through:

- Official whistleblowing email channel: whistleblow@cubebeedesign.com.my
- Whistleblowing Reporting Form

The detailed reporting process, investigation procedures, and case management are outlined in the Whistleblowing Procedure.

3. Reporting of Concerns

Any suspected or actual violations of this policy may be reported through the Company's whistleblowing or grievance reporting mechanisms.

4. Review of Policy

This Policy is reviewed annually to ensure it remains relevant and aligned with regulatory requirements, market developments, stakeholder expectations, and the Company's strategic direction