



*“As we work to further incorporate ESG criteria throughout our value chain, we are committed to continue amplifying the importance of accountability, integrity, and good governance and rally more people to join the fight against fraud.”*

**MAHESWARI KANNIAH**  
**Group Chief Regulatory and Compliance Officer**  
**Kenanga Investment Bank Berhad**

## Key Policies, Frameworks and Commitment Statements

At Kenanga, we have implemented a suite of policies and frameworks to instil ethically-sound business practices and high levels of integrity, in compliance with applicable laws, regulations and best practices.

### Good Governance

- Group Code of Ethics and Conduct for Employees
- Group Code of Conduct for Vendors
- Group Procurement Policy
- E-Procurement Procedure
- Business Continuity Management Framework Policy
- Enterprise Risk Management Framework



### Cyber Security

- Cyber Security Policy
- Data Loss Prevention Framework
- Group Confidential Information Policy
- Retention, Archiving and Destruction Policy



### Regulatory Compliance

- Group Anti-Money Laundering, Countering Financing of Terrorism and Targeted Financial Sanctions Policy and Procedure
- Group Anti-Fraud, Bribery and Corruption Policy
- Group Conflict Management Policy
- Group Chinese Wall Policy
- Group Whistleblowing Policy and Guidance Note
- Group Gifts, Entertainment and Hospitality Policy
- Group Competition Act Compliance Policy
- Group Anti-Fraud, Bribery and Corruption Reporting Procedure



### Client Experience

- Advertising Policy
- Social Media Policy
- Media Relations Policy
- Group Complaint Handling Policy



### Digitalisation

- iLeap Applications Governance Procedure
- Technology Services Policy





### Responsible Investing

- ESG Blueprint and ESG Integration Framework
- Climate Change Risk Management Framework
- Statement on Application of the Principles of the Malaysian Code for Institutional Investors



### Diversity, Inclusion and Wellbeing

- Preventing and Eradicating Sexual Harassment in the Workplace Procedure
- Committed to promoting gender diversity in the workforce and aligning our Board's representation in accordance with the updated MCCG 2021 requirement
- Zero tolerance of any violation of human rights, including forced and compulsory labour, child labour, as well as, discrimination with respect to employment in our operations in compliance with the applicable employment and labour laws and regulations



### Talent Attraction and Management

- Group Code of Ethics and Conduct for Employees
- Group Performance Management Policy
- Group Disciplinary Policy
- Learning and Development Policy
- Flexible Work Arrangements Policy
- Group Procedure on Recruitment and Staffing Management
- Compensation and Benefits Policy
- Group Policy on Performance Management System
- A non-discriminatory approach for all HR practices throughout the Group, including processes related to recruitment, redundancy, training and development allocations, as well as, remuneration packages



### Community Investment

- Sponsorship Policy
- Empower and uplift local communities by supporting social enterprises, including improving outreach through employee volunteerism



### Climate Impact

- Climate Change Risk Management Framework
- Committed to reduce our operational environmental footprint of our business activities by optimising our energy and resource consumption, adopting responsible waste management practices and empowering our employees, as well as, our vendors, to be environmental stewards