

Whistleblowing Policy

Whistleblowing

Glocom Engineering Pte. Ltd. is committed to comply with all applicable laws, regulations, the highest standards of business integrity and the principles of doing business.

The Company does not tolerate any malpractice, any form of improper advantage or benefit, impropriety, statutory non-compliance or wrongdoing by employees in the course of their work.

This whistleblowing policy aims to provide a responsible and protected avenue for any employee to report any breach, complaints or concerns regarding

- i. malpractice/ any abuse of power or authority;
- ii. Statutory non-compliance;
- iii. non-compliance of internal rules and regulations;
- iv. non-compliance of Business Ethics Policy;
- v. any matters involving fraud, corruption, misconducts or unsafe work practices

The Company is committed to protect and will not discriminate against anyone for complaints or report made in good faith. Retaliation against any employee who, in good faith, reports irregularities or concerns to the Group about illegal or unethical conducts, or in non-compliance, will not be tolerated and will be subjected to disciplinary action.

How To Make a Whistleblowing report

If you need to make a whistleblowing report, you may do so using any of the following channels:

Send Email: chief_ethics@douyee.com

URL: [Whistleblowing Form](#)

Phone: +65 62496131

Confidentiality and Non-Retaliation

The Company is committed to ensure that all concerns or irregularities raised will be treated with confidence. Proper investigations and reasonable effort will be made to ensure that confidentiality is maintained to protect the anonymity of the whistle-blower throughout the process.

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