



CMC Infocomm Limited

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23 May 2016

The Staff and all Stakeholders

Dear All

WHISTLE-BLOWING ARRANGEMENT

1. The Company has for some time now been considering the implementation of an arrangement whereby you, as staff and stakeholders of the Company, would, in confidence, be able to raise any concerns that you may have about possible improprieties in matters of financial reporting or management involving the Company. Such an arrangement is also popularly known as "whistle-blowing" and its purpose is to ensure transparency and accountability in respect of the Company's financial reporting and management matters ("whistle-blowing arrangement").
2. On behalf of the Company, we are therefore pleased to implement the whistle-blowing arrangement set out in paragraph 4 to 7 below in respect of the Company and look forward to your responsible participation in the same to maintain the standards of good corporate governance that the Company presently enjoys.
3. We would highlight that **the whistle-blowing arrangement is not intended to operate as a one-stop complaints system or replace the existing avenues for the reporting of complaints and grievances regarding the conditions of your employment or other staff-related matters**. As stated above, the purpose of a whistle-blowing arrangement is to bring to light improprieties in matters of financial reporting or management only. Accordingly, you are encouraged to follow the existing grievance procedures where employment and staff-related issues are concerned and to avail yourself of the whistle-blowing arrangement only in respect of matters falls within the scope of the whistle-blowing arrangement, you may contact the person whose particulars are set out in paragraph 4 below (the "Receiving Officer"). The Receiving Officer will advise you accordingly.
4. Staff and all stakeholders who have concerns about possible improprieties in matters of financial reporting or management are encouraged to approach the following person, whether in person or by telephone, fax, post or email communication:

Name	: Mr Yee Kit Hong
Designation	: Lead Independent Director
Email	: whistleblow@cmcinfocomm.com
5. Reports to the Receiving Officer should contain the following information while relevant, failing which, an investigation may not be undertaken in a particular case:
 - (a) your name;
 - (b) for the staff of the Company, the department in which you are employed and the name of your reporting officer; and
 - (c) the particulars of the alleged impropriety, including:
 - (i) the name(s) and other contact particulars (where available) of the person(s) involved;
 - (ii) the date, time and place of the occurrence or commission of the alleged impropriety;
 - (iii) evidence (documentary or otherwise), if any, of the alleged impropriety; and
 - (iv) such other information as the Receiving Officer may require for the purpose of investigating the alleged impropriety.

To assist in the investigation of matters reported, you are strongly encouraged to identify yourself. This would also enable us to inform you of the outcome of our investigation, so as to maintain the transparency and effectiveness of the whistle-blowing arrangement itself. Therefore, investigations may not be undertaken in the case of an anonymous report.

Your identity and the confidentiality of the information provided would be protected to the greatest extent possible. However, action taken as a result of your report may lead to your identity being revealed in certain circumstances, either by inference or as required, for example, in legal or disciplinary proceedings. You may not fear any reprisal or recrimination in the event of such identification where you are not involved in any wrongdoing.

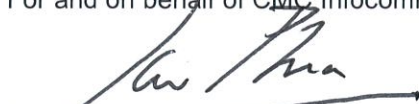
6. Within seven days of the date of a report, the Receiving Officer shall determine and inform you whether the matter reported on falls within the scope of improper acts targeted by the whistle-blowing arrangement or not.

Where matter falls within such scope, the Receiving Officer shall acknowledge this and commence investigations into the matter. You are encouraged to cooperate with the Receiving Officer and/or such other officers as may be appointed by the Company for the purposes of investigating your report.

Where the matter does not fall within such scope, no further action will be taken, pending the submission of any new relevant information. However, as a matter of record, the report will be entered in a record book to be maintained by and to be in custody of the Receiving Officer and his successor in office.

7. The outcome of the investigation will be made known to you within 60 days of the commencement of the investigations. Where such outcome is deemed by the Company to be of interest to or otherwise beneficial to be known by all staff of the Company, the same will also be published, for their information.
8. The whistle-blowing arrangement is likely to have serious consequences for the person(s) reported on and we therefore trust that you would use it responsibly, after due consideration and consultation (if necessary) with the Receiving Officer. We also trust that you would also maintain the utmost secrecy with respect to any report made by you.
9. Should you have any queries on the whistle-blowing arrangement or any other matter regarding it, please do not hesitate to contact the Receiving Officer.

Yours faithfully
For and on behalf of CMC Infocomm Limited



Phua Cher Chuan
Executive Director and CEO