



C.P. GROUP



FOR A BETTER TOMORROW

2021 Whistleblower Cases

Number of Cases Received through Whistleblower Channel

2018 2019 2020 2021

	Completed	Completed	Completed	Number of Case	Under Investigation	Substantiated Case	Non-substantiated Case
Complaint related to Code of Conduct and Ethic (Case)							
Fraud	-	-	-	2	-	-	2
Conflict of Interest	6	9	9	5	-	3	2
Non-compliance	1	1	6	7	-	4	3
Discrimination	9		3	8	-	2	6
Harassment	-	-	2	9	-	3	6
Corruption	-	1	5	3	1	1	1
Complaint related to anti-competitiveness (Case)							
Anti-competitiveness	-	-	-	-	-	-	-
Total (Case)	16	18	25	34	1	13	20



0 Case of significant violations of environmental regulations or laws*



0 Case of significant violation of social regulations or laws

*Violations of environmental regulations or laws with fines not exceeding USD 10,000

Detail of Complaint Cases

2021

	Completed	Detail of Complaint Cases	Management Measures			
	Substantiated Case		Verbal Warning	Written Warning	Suspension	Dismissal
Complaint related to Code of Conduct and Ethic (Case)						
Fraud			-	-	-	-
Conflict of Interest	3	Used position to take advantage	-	2	-	1
Non-compliance	4	Damaged property Travelled outside operating area and did not quarantine Concealed information about misconduct of the team	3	1	-	-
Discrimination	2	Non-complied with policy	1	1	-	-
Harassment	3	Used word and action that embarrassed others	3	-	-	-
Corruption	1	Requested for a share from supplier	-	-	-	1
Total (Case)	13		7	4	0	2