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BFM MEDIA STATEMENT - 7 January 2019

BFM would like to provide an update on allegations made in an anonymous letter which was circulated in December 2018.

The independent investigating committee, comprising independent lawyers, submitted its report to a board panel comprising current and former non-executive independent directors of BFM (the “Board”) late last week. The Board has met and communicated its decisions to the BFM management team.

The findings of the investigating committee highlight the following:

- Where the rape/sexual assault allegation is concerned, the BFM management team was first made aware of this allegation in May 2017. Immediately upon receiving the complaint, the BFM management team commenced an investigation and took the highest form of disciplinary action by terminating the employment of the accused employee. The BFM management team did not make a police report as the complainant did not wish to escalate the matter at the time.
- In respect of the allegations of sexual harassment, two employees have been served termination letters for misconduct. The Board has determined that there is sufficient evidence to warrant this course of action. The BFM management team acknowledges that more could have been done to proactively gather evidence so that such misconduct could have been addressed in a more timely manner.

Following the recommendations of the Board, the BFM management team is committed to improving its structure for employees to report any grievances they may have. Complaints will be handled impartially, and it is our intention to have this structure in place within four weeks.

A review of BFM's existing internal policies and guidelines is also underway. Our goal is to ensure that our employees feel assured that they work in a safe environment. As part of this review, we will be instituting training and awareness programs for all employees; these will clearly lay out the parameters of acceptable and unacceptable conduct in the workplace, and the consequences for transgressions.

We continue to strive to create a workplace where everyone who works at, and with, BFM, regardless of their gender, feels safe and empowered.

Malek Ali

Founder - BFM 89.9

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