

# TURNING COURAGE INTO CHANGE -

## Advancing Malaysia's New Whistleblower Protection Era

---

ONE-DAY CONFERENCE ON WHISTLEBLOWER PROTECTION ACT 2010 (AMENDMENT) 2025

---

09 APR 2026  
THURSDAY

08.30 - 05.30  
AM PM

Asia School of Business (ASB),  
11 Jalan Dato Onn, Kuala Lumpur



**GIACC**

GLOBAL INTEGRATED  
ANTI-CORRUPTION CONSULTANCY





## EXECUTIVE SUMMARY

---

Malaysia is preparing for a major governance transformation with the coming into force of the Whistleblower Protection Act 2010 (Amendment) 2025.

The amendments introduce wide-ranging protections for whistleblowers, new organisational responsibilities, expanded definitions of retaliation, secrecy law overrides, and higher standards for complaint-handling and investigations. Many organisations in both the public and private sector are not yet prepared for these new obligations – particularly in areas involving policy development, HR procedures, internal investigations, documentation, and retaliation prevention.

With this context, MACC and GIACC are hosting this conference to provide a comprehensive, expert-led, and practical national training platform. Distinguished speakers include former MACC Chief Commissioner Tan Sri Abu Kassim Mohamed, former FBI investigators, UNODC representatives, Malaysian legal authorities, and professional investigators.

This multi-disciplinary engagement ensures that participants understand the amendments from governance, legal, investigative, HR, integrity, and audit perspectives.

Participants will learn how to:

- **Interpret the 2025 amendments and their implications**
- **Build safe, anonymous, and confidential reporting systems**
- **Prevent direct and subtle retaliation**
- **Conduct investigations aligned with international standards**
- **Align practices with UNCAC and global best standards**
- **Develop or revise a fully compliant Whistleblower Protection Policy**

The programme reflects MACC and GIACC's national mission to strengthen integrity institutions, promote transparency, protect those who speak up, and elevate Malaysia's standing in governance and anti-corruption frameworks. This conference directly supports the National Anti-Corruption Strategy (NACS) and HRD Corp's goal to upskill the Malaysian workforce in governance, compliance, and integrity.



# 1.0 BACKGROUND

---

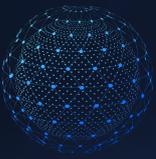
The 2025 amendments to the Whistleblower Protection Act introduce one of Malaysia's most significant governance reforms. Jointly organised by MACC and GIACC, this conference aims to prepare organisations for implementation by strengthening policy, operational processes, investigations, and internal governance structures.

The amendments include:

- Expansion of protected disclosures
- Override of secrecy laws
- Protection for complicit insiders
- Broader definitions of retaliation
- Immediate protective duties for employers
- Higher standards for investigation and evidence handling
- Stronger reporting responsibilities for internal units and Boards

Internal Audit Units now carry expanded responsibilities to independently verify allegations, detect retaliation, ensure compliance, and report weaknesses to the audit Committee.

**Structured, expert-led training is essential to ensure national-level readiness.**



# 2.0 OBJECTIVES OF THE PROGRAMME

---

## 2.1 Legal & Policy

- Understand the Whistleblower Protection Act (2010) & Understand the 2025 amendments and organisational duties
- Translate new legal requirements into policies and SOPs

## 2.2 HR & Organisational

- Establish safe, confidential reporting channels
- Prevent and manage all forms of retaliation

## 2.3 Investigation

- Strengthen investigation competency aligned with MACC & global standards
- Improve documentation, evidence integrity, and reporting

## 2.4 Governance & Culture

- Enhance transparency and ethical resilience
- Strengthen Malaysia's speak-up culture

## 2.5 Internal Audit

- Integrate whistleblowing into risk-based audit plans
- Provide independent verification and monitoring

## 2.6 Policy Development

- Develop or revise a compliant Whistleblower Protection Policy aligned with the 2025 amendments



## 3.0 WHO SHOULD ATTEND

The program is designed for professionals responsible for integrity and anticorruption efforts, including:

- Internal Audit Units
- HR Directors & Managers
- Compliance Officers
- Governance Officers
- Senior Management & Board Members
- Integrity Units (MACC, IIM, IGU)
- Legal Counsels
- Risk Managers
- Corporate Investigators
- Union and Employee Representatives



## 4.0 PROGRAMME SCHEDULE

### CONFERENCE ON WHISTLEBLOWER PROTECTION ACT 2010 (AMENDMENT) 2025

Theme: "Turning Courage Into Change – Advancing Malaysia's New Whistleblower Protection Era"

Time	Programme	Speaker / Lead
8:30am – 9:00am	Registration & Welcome Coffee and Networking	MACC / GIACC Secretariat
9:00am – 9:30am	Opening Keynote: The Integrity Imperative for Malaysia	Tan Sri Abu Kassim Mohamed
9:30am – 10:30am	Masterclass: The Investigator's Playbook – Global Best Practices	Mr. David Smith (Former FBI)
10:30am – 10:45am	Morning Break	–
10:45am – 11:30am	Global Standards and Best Practices: UNCAC & UNODC Framework	UNODC Representative Annika
11:30am – 1:00am	Legal Deep Dive: Malaysia's 2025 Whistleblower Amendments	Malaysian Legal Expert BHEUU
1:00am – 2:00am	Networking Lunch / Zohor Prayer	–
2:00pm – 3:00pm	Interactive Forum: Navigating the Grey Areas	Panel (CCO, HRDirector, Advocate)
3:00pm – 4:00pm	Practical Workshop: Managing Complaints & Investigations	Local Investigation Expert
4:00pm – 5:00pm	Synthesis Panel: From Insight to Implementation	Legal Expert, FBI, UNODC
5:00pm – 5:15pm	Closing Remarks: Malaysia's Path Forward	MACC / GIACC Senior Official
5:15pm – 5.30pm	Conference Concludes	–

Note: 7 Hours of Learning



## 5.0 LEARNING OUTCOMES

---

Participants will be able to:

### **Legal & Compliance**

1. Explain the Whistleblower Protection Act (2010)
2. Identify forms of retaliation
3. Apply the law to organisational workflows

### **Policy Development**

4. Develop or revise a Whistleblower Protection Policy
5. Evaluate existing policies for compliance

### **HR & Culture**

6. Create confidential reporting mechanisms
7. Implement HR protection protocols Investigation
8. Conduct investigations using recognised best practices
9. Maintain evidence integrity

### **Internal Audit**

10. Integrate whistleblowing into audit plans
11. Monitor governance risks

### **Ethical Leadership**

12. Strengthen transparency and speak-up culture
13. Build ethical resilience



## 6.0 TRAINING METHODOLOGY

---

- Expert lectures
- International best practices (UNODC, FBI)
- Policy drafting
- Digital tools & polling
- MACC case insights
- Practical workshops
- Scenario-based exercises



## 7.0 TRAINERS & SPEAKERS

---

### **Tan Sri Abu Kassim Mohamed**

Former MACC Chief Commissioner; Former Director General of Governance, Integrity and Anti-Corruption Centre (GIACC)

### **Dato' Seri Haji Mustafar Haji Ali**

Former Director General Immigration Department of Malaysia; Former Director General of National Anti-Financial Crime Centre (NFCC)  
Former Deputy Chief Commissioner (Prevention) MACC

### **Dato' Mohd Hafaz Nazar**

Director of Malaysian Anti-Corruption Academy (MACA)

### **Mr. David Smith**

Former Federal Bureau of Investigations (FBI) Senior Investigator

### **Dr. Ashley**

United Nations Office on Drugs and Crime (UNODC) Representative

### **Dato Mohd Hafaz Nazar**

(policy, enforcement, investigations)

### **Legal Expert on 2025 Amendments – BHEUU**

#### **Panel of corporate practitioners:**

- **Dato' Rohaizad Yaakob**  
Chief Integrity & Governance Officer MRT Corp.
- **Mr Teh Chau Chin**  
Local expert in the Corruption Risk Management (CRM)
- **Encik Farizal Muzaffar Hafiz Abdul Wahab**  
Head of Integrity, Lembaga Tabung Angkatan Tentera (LTAT)



## 8.0 SEMINAR FEE

---

RM1,750.00 per person  
HRDC-Claimable (SBL-Khas)

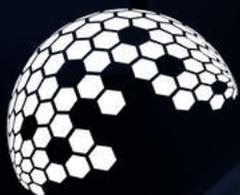


## 9.0 CONCLUSION

---

As organisers, MACC and GIACC are taking proactive steps to ensure that Malaysia's public and private sectors are fully prepared for the transformative 2025 whistleblower amendments. This conference equips organisations with the required policies, investigation standards, governance structures, and protection mechanisms to meet national expectations and global benchmarks.

Approval by HRD Corp will directly support Malaysia's national integrity agenda, the National Anti-Corruption Strategy (NACS), and the development of a protected, empowered, and courageous reporting culture.



**GIACC**

GLOBAL INTEGRATED  
ANTI-CORRUPTION CONSULTANCY

Jointly Organised by:



Supported by:



JABATAN PERDANA MENTERI  
BAHAGIAN HAL EHWAL UNDANG-UNDANG