



# บริษัท ไทยโพลีอะคริลิก จำกัด (มหาชน) THAI POLY ACRYLIC PUBLIC COMPANY LIMITED

19th February 2020.

## ANTI-CORRUPTION POLICY

Thai Poly Acrylic Public Co., Ltd. is committed to and encourages the operation of its business in a fair manner on the basis of ethics, integrity and good governance for sustainability and continued social and environmental responsibility. Therefore, the Company has publicly established this anti-corruption policy as one of its key policies, and has prepared the work ethics and business code of conduct for all its employees and businesses to observe in the operation of the business of the Company and its employees as follows:

Definition: “The Company or Company’s agents\* (which include the Company’s directors, managing director, management and employees in all departments at all levels, contractors and any companies or individuals acting on behalf of the Company) shall not give, receive, ask for, seek or promise to give any “inducement” (which includes money, gift, present, entertainment, sponsorship or donation, whether financial or otherwise, with a value exceeding the usual practice or custom or the appropriate limit), whether directly or indirectly, to/from any “person” (which includes those inside and outside the organisation and officials of the government, state enterprises, private entities, juristic persons or public organisations within and outside the country) for “themselves” (which includes family members and acquaintances) for an illegal purpose or in order to obtain a decision to grant or not to grant any favour which is outside the scope of acceptable business courtesy with concealed interests, regardless of whether such act is committed within or outside the country.”

This policy does not allow the giving in a manner of bribery with other concealed intention to any government agencies, government officials, juristic persons or individuals, of money or other things in the form of gift, present, entertainment, different forms of donation, consideration, aid or sponsorship, including the giving of political support in any manner, such as supporting a political party or supporting a political candidate, etc.

This policy also requires that all accounting entries shall be recorded and all documents related to such entries shall be gathered correctly and completely to ensure that all expenses are honestly accounted for and that the Company’s money or other resources will never be used for bribery-related purposes.

Any employee or Company’s agent\* who violates, ignores or fails to comply with this policy shall be deemed to have committed a serious offence and shall be punished in accordance with the Company’s rules and the law. Any employee who refuses to commit corruption and thereby causes the Company to lose a business opportunity, shall not be punished or suffer any negative effect on their career.

The Company appoints all senior managers to be members of the anti-corruption committee with the duty to attend meetings, submit reports, review policies and practice guidelines and assess risks in order to establish the internal control guideline, which shall be included in the audit plan. The internal auditor



shall carry out the monitoring and evaluation in the annual audit plan and report the results to the audit committee. In the event of an emergency, a report may be submitted directly to the audit committee through the chairman of the audit committee immediately.

Training and communication relating to the anti-corruption policy shall be provided regularly and thoroughly to all employees in all departments at all levels. The supervisors at each level shall have the duty to communicate and ensure that their subordinates understand the policy and observe it in the performance of all business activities under their responsibility, and supervise them to ensure that the performance is efficient and consistent with the guidelines. They shall also communicate the Company's policy and commitment to the customers, trade partners, contractors, agents and third party organisations.

Complaints, information and questions relating to corruption may be directed to:

- 1) Your direct manager, the Human Resources Manager.
- 2) The audit committee, email: [Audit.Committee@thaipolyacrylic.com](mailto:Audit.Committee@thaipolyacrylic.com)
- 3) Secretary to the Managing Director, postal address: 60-61 Moo 9, Putthamonthon 4 Road, Krathumlom Sub-District, Sampran District, Nakornpathom Province 73220
- 4) The Company's website at [www.thaipolyacrylic.com](http://www.thaipolyacrylic.com)
- 5) Concern Line 001-800-11-009-4982


The Company will process the complaints or information from these channels through the inquiry procedures and respond to the complainant or informant within 30 days in a confidential manner, and will provide justice and protection for the employee or any other person who has given information or evidence on the corruption related to the Company.

Should you have any questions or need any further clarification on any issues, please contact or make an inquiry to your direct manager, the human resources manager or the legal counsellor.

Remark:

- In addition to this anti-corruption policy, all employees or Company's agents\* at all levels are required to abide by the anti-corruption policies of affiliated companies as well.
- The Company's agents\* include the Company's directors, managing director, management and employees in all departments at all levels, contractors and any companies or individuals acting on behalf of the Company.

Board of directors  
Thai Poly Acrylic Public Co., Ltd.



On behalf of board of director  
Dr. Benjamin James Harris