



บริษัท ไทยโพลีอะคริลิค จำกัด (มหาชน)
THAI POLY ACRYLIC PUBLIC COMPANY LIMITED

HRG0310/2020

1 March 2020.

Subject: Anti-Corruption Policy

Dear: Related Parties

Thai Poly Acrylic Public Company Limited does business with the highest code of ethic and ensures that we comply with corporate governance for sustainable growth.

In line with our company's anti-corruption policy as the Organic Law on Anti-Corruption Commission (Issue 3) 2015, section 123/5, Thai Poly Acrylic Public Company Limited wishes to inform our contractors/vendors that our employees are prohibited from requesting or accepting bribes or rewards for the benefit of themselves or for obtaining commercial advantage.

Yours Faithfully,

Rakchai Sakulteera
Managing Director





บริษัท ไทยโพลีอะคริลิค จำกัด (มหาชน)
THAI POLY ACRYLIC PUBLIC COMPANY LIMITED

19th February 2020.

Message from Chairman

Bribery means giving or receiving an undue reward to influence the behavior of someone in government or business to obtain commercial advantage. Most countries have laws that prohibit corruption. In addition, an increasing number of countries are adopting laws to prohibit bribery even when it is committed outside these countries' own borders – i.e. paid to a foreign government official. A breach of any of these laws is a serious offence, which can result in fines for companies and imprisonment for individuals. Even the appearance of a breach of anti-bribery or anti-corruption laws could do incalculable damage to our reputation.

This policy applies to directors, employees and agents in all levels. It forbids making, offering or promising to make a payment or transfer anything of value (including the provision of any service, gift or entertainment, to government personnel and other officials) for the purpose of improperly obtaining or retaining business. It also forbids making improper payments through third parties – we must therefore be diligent in selecting and monitoring contractors, agents and partners.

In addition it requires that we keep accurate books and records so that payments are honestly described and our funds are not used for unlawful purposes.

This is a very important policy and non-compliance will result in disciplinary action in accordance with the company's rules and regulations. If you have any questions about it, raise them with manager or HR team.

Chairman of the Board of Directors

Dr. Benjamin James Harris





บริษัท ไทยโพลีอะคริลิค 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
- 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
- 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